

# Child Protection Concept

Care4Kidz gGmbH and Events4Kidz GmbH are committed to providing safe, professional childcare services where children's wellbeing is paramount. This comprehensive child protection framework ensures transparent standards and secure practices during all care periods.



OUR FOUNDATION

# Our Commitment to Child Protection

Maintaining a child protection concept is a voluntary commitment for Care4Kidz gGmbH and Events4Kidz GmbH. We understand ourselves as a reliable and responsible service provider in alternative childcare, offering secure, transparent standards in dealing with children and youth entrusted to us.

The emotional and physical protection of children during care is enormously important to us, providing parents peace of mind so they can pursue their professional activities stress-free. With our companies, you have a professional partner for whom child welfare and protection are top priorities.

## Our Guarantee

We guarantee lived and promoted self-efficacy, including self-determination and adherence to human rights as the fundamental attitude of our care concept.



# Children's Rights Are Human Rights

Your child has the right to respect for human dignity, the right to life, the right to physical and emotional integrity, and the right to free development of personality—just like adults. Our companies are aware of this great responsibility and do everything to uphold, preserve, and ensure these rights for children entrusted to us.

Good cooperation and comprehensive professional networking with government agencies like youth welfare offices and police, as well as with parents, is an effective key to ensuring child welfare.

# Legal Foundations

## Child Welfare Definition

"Child welfare" is an undefined legal term encompassing a child's entire wellbeing, significant in family law, adoption law, and youth welfare law.

## Parental Rights Priority

Parental education rights take precedence over state rights. State intervention is justified only in exceptional cases of clearly defined child welfare endangerment.

## Two Types of Endangerment

Parental/educational action (e.g., violence toward children) and parental/educational omission (e.g., child neglect).

# State Protection Measures

When circumstances are demonstrably present, the state must intervene to protect the child. Section 1666 Para. 3 BGB regulates this protective mandate and offers various intervention possibilities:

01

## Public Assistance Orders

Court orders for utilizing public services like child and youth welfare

02

## School Attendance Orders

Court orders for maintaining compulsory education

03

## Contact Prohibitions

Prohibiting approaching the family home or child's locations

04

## Custody Replacement

Replacing parental care through protective custody or complete custody withdrawal



# Our Understanding and Image of the Child

Our companies make no distinction between human rights and children's rights. We consider a democratic basic attitude coupled with participatory measures for children and youth the best way to reliably implement and guarantee these rights.



## Respect and Dignity

Treating children with respect and utmost appreciation represents our standard in pedagogical behavior and professional competence.



## Democratic Participation

Allowing children to participate democratically in decisions is as meaningful as giving each child the right to decide what and how much they want to eat.



## Voice and Agency

All children in our care have the right to be seen, heard, and valued. This includes not interrupting children when they want to communicate.

# Fundamental Children's Rights

According to the 1989 UN Convention on the Rights of the Child, our staff are familiar with children's rights and committed to actively granting, implementing, and integrating these rights in all forms of pedagogical cooperation and interaction.

## Core Rights Include:

- Right to equal treatment and protection from discrimination
- Right to a name (without diminutives or group anonymization)
- Right to education and support
- Right to information, expression, and assembly
- Right to privacy and violence-free education
- Right to immediate help in emergencies
- Right to freedom
- Right to health
- Right to property
- Right to family and parental care
- Right to care when disabled
- Right to protection from physical, emotional, and sexual violence
- Right to participation in life-relevant decisions

# Hazard Analysis Framework

To quickly and reliably assess mistreatment, neglect, and other child welfare endangerments, it's important to clearly identify and evaluate risks and potential danger situations. This hazard analysis serves as the basis for necessary conversations with parents and schools, facilitating assessment of child welfare endangerment severity.

Our staff are well-equipped through this analysis to protect children during care based on observed abnormalities from further abuse, neglect, and psychological and physical negative impacts.



# Significant Indicators of Child Welfare Endangerment

## Physical and Emotional Neglect

Inadequate provision of basic needs, hygiene, nutrition, or emotional support

## Emotional Abuse

Psychological harm through verbal attacks, humiliation, or emotional manipulation

## Physical Abuse

Bodily harm or use of physical force causing injury or pain

## Sexual Violence

Any form of sexual exploitation, abuse, or inappropriate sexual contact

Indicators for our staff to better recognize endangerment situations are essentially found in the young person's experience and behavior, as well as in descriptions they may confide to Care4Kidz and Events4Kidz staff. Various indicators must be considered age-specifically and related to the child's special situation.

# Basic Care Endangerment Indicators



## Warning Signs Include:

- Unexplained injuries not verifiable from school or leisure activities
- Medical examinations or treatment recommendations rejected
- Child arrives without adequate food or drinks
- Personal hygiene neglected (body odor, unchanged clothing, poor dental health)
- Clothing neither age-appropriate, weather-suitable, nor clean
- Deficient supervision (forgotten for pickup, wandering alone for hours)
- Child reports or is seen at youth-endangering locations
- Child lives on the street

# Family and Development Situation Indicators

## Family Situation

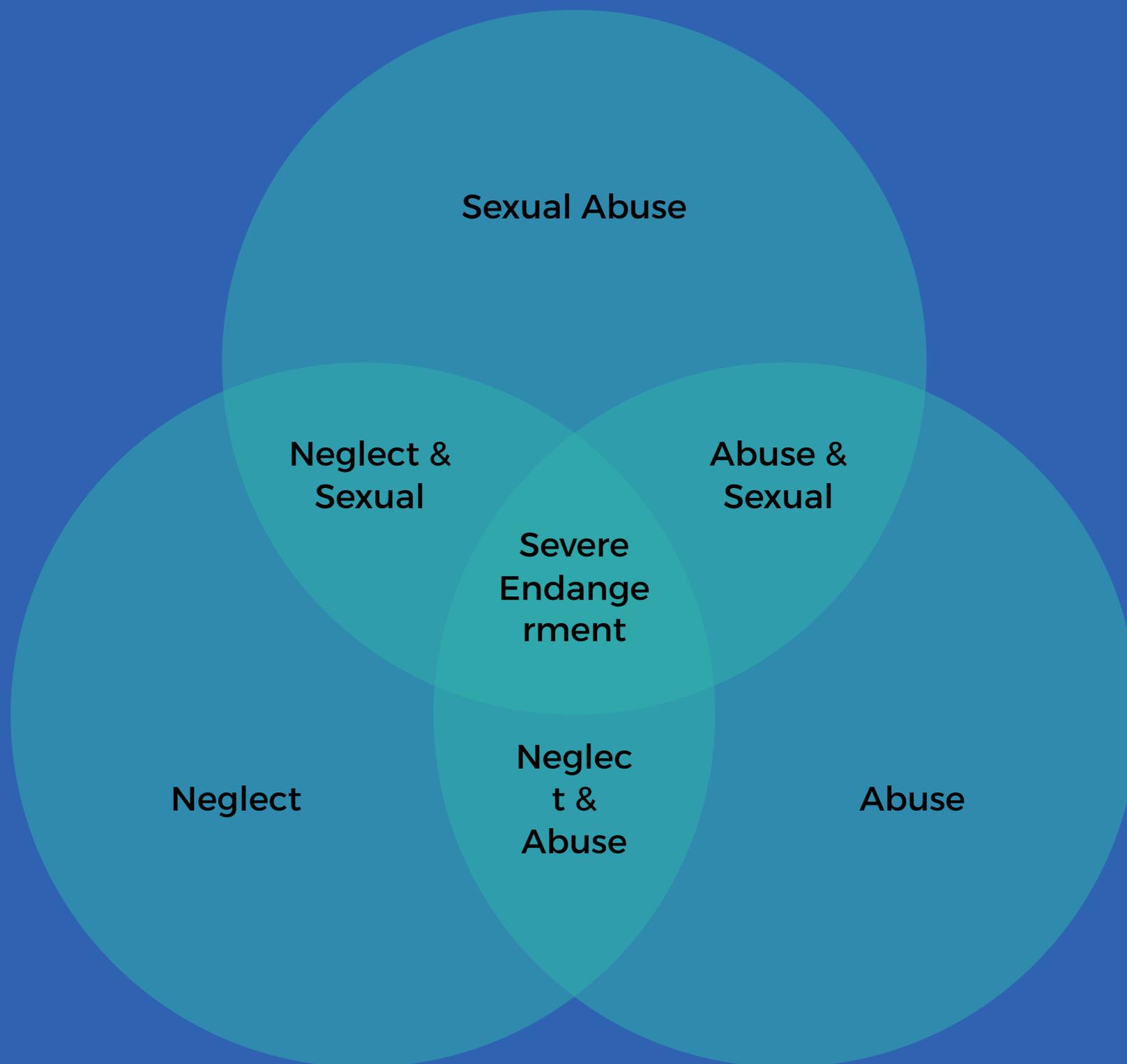
- Insufficient family income
- Inadequate living conditions
- Parental mental illness or addiction
- Chronic illness or disability affecting parenting
- Harmful educational behavior
- Lack of problem awareness or cooperation

## Development Situation

- Physical/cognitive/emotional development significantly deviates from age-appropriate norms
- Frequent illnesses
- Signs of psychological disorders (bedwetting, panic attacks)
- Child brings substances from home (tablets, alcohol, cigarettes)
- Extreme difficulty with structured daily routines

# The "Triad" Assessment Framework

From a social science perspective, potential child welfare endangerments are assessed using the so-called "Triad":



Neglect occurs when parents or pedagogical staff repeatedly fail to adequately fulfill their duty of care toward the child. Abuse involves conveying feelings of being unloved, worthless, or defective (psychological) or applying physical violence/coercion (physical). Sexual abuse involves inappropriate sexual contact or forcing children to perform or endure sexual acts.



CODE OF CONDUCT

# Our Behavioral Code of Conduct

All Care4Kidz and Events4Kidz team members developed the following code of conduct, permanently and bindingly manifested in a self-commitment declaration. This code describes regulations clarifying the boundary-respecting "green area" and boundary-violating "red area" for children.

It establishes rules for violence-free, boundary-respecting, and respectful interaction with youth and children in our care, covering proximity and distance, physical closeness, privacy protection, language and word choice, violence/abuse/discrimination, rewards, educational partnership, and teamwork/data protection.

# Proximity, Distance, and Physical Contact

## Professional Boundaries

A good, healthy, reliable bond with the child is fundamentally important for trusting cooperation. However, maintaining professional boundaries is of great significance. We don't bring children into emotional dependency through caresses or deliberately create solidarity conflicts with their parents.

All physicality must originate from the child. In school settings, lap-sitting is generally declined by all company staff, and physical comforting through shoulder patting or back stroking is kept to a minimum. Kissing children is absolutely prohibited, and cuddling represents a boundary violation for all staff.



# Privacy Protection and Respectful Language

1

## Privacy Safeguards

We protect and respect children's privacy, especially in care/hygiene situations. Children may only undress in protected, non-visible spaces. We respect and support children's natural sense of shame.

2

## Empowering Language

Words are powerful—fewer words, positive, clear, and appropriate volume. We address children by their full first names unless they prefer nicknames. "Thank you" and "please" apply to us in dealing with children.

3

## Zero Tolerance

We consistently reject derogatory remarks, humiliation, irony, and sarcasm. Children are not interrupted when they want to tell something. A child's NO is a NO.

# Violence Prevention and Gift Policies

## Zero Tolerance for Violence

- No use of physical superiority (holding, shaking)
- Shameful situations 100% avoided
- Body size not used negatively in interaction
- Frequent kneeling/crouching to speak at eye level
- Supporting care activities only when child requests
- Respecting a child's "no" without power struggles
- Children decide what and how much they eat

## Gift Guidelines

We don't make exclusive, excessive gifts to bind children to us. When accepting or giving gifts, we maintain transparency with children, parents, and colleagues. Gifts up to €30 value at care conclusion are approved by management.

We educate children age-appropriately that accepting gifts from strangers is dangerous and involve parents in gift/reward decisions, moving children away from material rewards.

# Educational Partnership and Data Protection



## Confidentiality

Information about children may only be shared with third parties when both parents provide individual, time-limited written consent for each specific case.



## Secure Documentation

Files and confidential documentation are used exclusively for internal information and stored inaccessibly to outsiders, following legal retention periods.



## Professional Discretion

We're aware of our professionalism and therefore our confidentiality obligation toward third parties. Child-related content should primarily be handled within management.

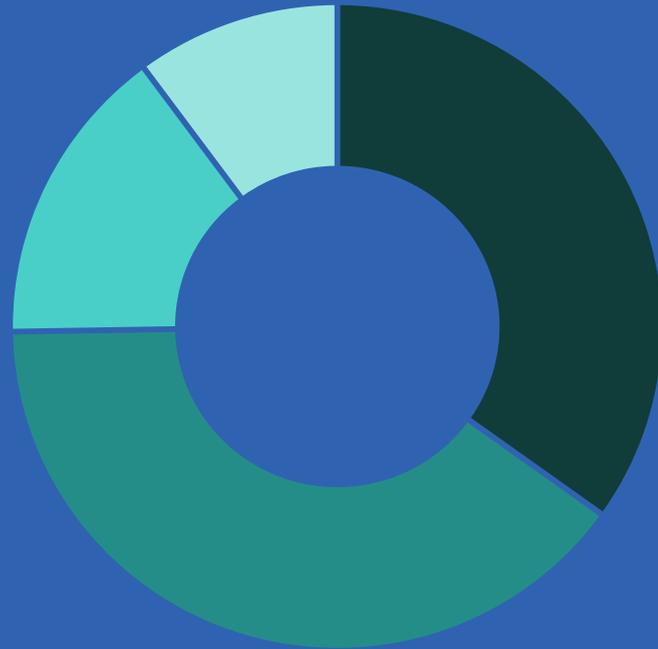


# Self-Commitment Declaration

With the following self-commitment declaration, we guarantee protection of children in our care during offered care in provided spaces and associated grounds. By signing this declaration, we commit to upholding all children's rights and guarantee binding implementation of the present child protection concept in all points we've developed.

"Our work with all people—children, parents, staff, clients at Care4Kidz gGmbH/Events4Kidz GmbH—is carried by respect, appreciation, and mindfulness. We respect human dignity, free expression of opinion, and emotional-psychological as well as physical wellbeing. We're ready to implement this with all available means for the welfare of children in our care."

# Complaint Management and Reporting



■ Anonymous Box

■ Direct Conversation

■ Written Feedback

■ Parent Surveys

## Multiple Channels

Complaints are always welcome as they contribute to optimizing our behavior and changing ingrained patterns. We offer regular parent surveys, suggestion boxes for children and parents, children's conferences, informal conversations, reflection discussions, and management office hours.

Complaints can be submitted in writing, anonymously, or verbally. All complaints are processed promptly, and every complainant receives a comprehensive response.

# Commitment to Continuous Improvement

Regular team training and in-house seminars are offered at Care4Kidz gGmbH/Events4Kidz GmbH through experienced educators upon request from management. Additionally, management regularly updates on child protection topics to keep the team current on children's legal situations and maintain continuous child protection presence.

Collegial consultation and case discussions with supervising pedagogical specialists round out training measures, helping the team better process experiences and more consciously implement child protection measures in daily pedagogical work.

"Our voluntary child protection concept is not only a special service for our customers (companies and parents) but an effort to show our children and youth the respect they need to grow up emotionally and physically healthy. It should provide our customers security that their children/youth spend their leisure and after-school activities with us with appreciation and in a safe framework."

— CEO Anita Schröder