

Protection of children, young people and vulnerable people at Ankerplatz Sozialwerk e.V.

The (voluntary and full-time) employees of Ankerplatz Sozialwerk e.V. are commissioned in accordance with relevant legal provisions (including the Federal Child Protection Act (BKSg)) to actively and decisively work to protect children, young people and people in need of protection. The measures and guidelines below are intended to ensure and continually improve the protection of these groups in our organization.

Prevention training

- **Goal and content:** All employees receive comprehensive training that clarifies the special responsibility in dealing with children, young people and vulnerable people and provides concrete guidelines for action.
- **Execution:** The training is carried out by qualified specialists and repeated at regular intervals (approximately every two years).
- **Documentation:** Employee participation in training is noted and recorded in the personnel files.

Declaration of commitment

- **Raising awareness:** All employees are made aware of the issue of protecting children, young people and vulnerable people through information events and further training.
- **Obligation:** Signing a detailed declaration of commitment documents the employees' commitment to respectful and boundary-respecting behavior.
- **Role model function and Christian values:** Every employee is aware of their role model role for the groups mentioned and strives for a lifestyle that corresponds to Christian values. This also means that every employee constantly reflects on their actions and behavior both inside and outside of work with children, young people and vulnerable people.

Extended certificate of good conduct

- **Requirement:** All full-time, part-time and voluntary workers aged 14 and over who have special contact with the groups mentioned (especially children and young people) are obliged, in accordance with Section 72a SGB VIII and Section 30a BZRG, within 6 weeks of taking up the Work and then submit an extended certificate of good conduct every 4 years, which may be a maximum of 1 year old.
- **Test:** The certificates will be viewed by department heads as part of the presentation of the declaration of commitment. The inspection will be documented and treated confidentially (the certificate will be only viewed and not copied). A copy of the declaration of commitment will be sent to the office of Ankerplatz Sozialwerk e.V. (kontakt@ankerplatz-sozialwerk.de) made available.

Additional measures

- **Regular Intervision:** Employees hold regular intervision and reflection meetings to reflect on their work and identify possible problems at an early stage. If necessary, they can seek external support.
- **Anonymous reporting office:** An anonymous reporting point has been set up to which people can contact if they find out about border crossings or experience them themselves:
www.ankerplatz-sozialwerk.de/meldestelle





Declaration of commitment for working with Ankerplatz Sozialwerk e.V.

Name, first Name: _____

Date: _____

Work area(s) in which you would like to work: _____

Our work with children, young people and vulnerable people is characterized by respect, appreciation and trust. We respect their personality and dignity, treat them at eye level and respect their individual boundaries.

As an employee working with children, young people and vulnerable people, I declare:

- I undertake to actively contribute to the protection of the groups mentioned, to protect them from any form of violence, especially sexual violence, and to not tolerate any form of violence.
- I am committed to actively shaping a safe, supportive and encouraging environment for the above-mentioned groups, in which they are listened to and respected as independent personalities.
- I undertake to take an active stand against any sexist, discriminatory, racist and violent non-verbal and/or verbal behavior and to report it immediately.
- I make sure that I do not behave in a derogatory manner and refrain from any form of threat, discrimination and verbal or physical violence.
- I commit myself to a sensitive and responsible approach to closeness and distance towards the groups mentioned and pay attention to appropriate, respectful communication.
- I undertake to respect the individual boundaries of the groups mentioned, to respect their privacy and personal shame and to support them in knowing and exercising their rights.
- I am aware of my special responsibility as an employee and do not abuse my role for sexual contact with young people entrusted to me. I always act in the best interests of the child.
- If there are signs of border crossings by employees and participants in the offers and activities of working with children, young people and people in need of protection, I will immediately contact a competent contact person (ankerplatz-sozialwerk.de/meldestelle).
- I consciously observe children, young people and people in need of protection and also pay attention to possible signs of neglect and violence. If I suspect forms of neglect and violence towards the groups mentioned, I act immediately by contacting management or competent contact persons and reporting the situation.
- I undertake to inform Ankerplatz Sozialwerk e.V. immediately if criminal proceedings are initiated against me or a report of any kind is made.

I am aware that failure to comply with this declaration of commitment will have consequences, including the possible termination of my work (whether voluntary or full-time) with Ankerplatz Sozialwerk e.V. This may also result in a report to the relevant authorities if there is a violation of applicable laws exist.

Employee signature: _____

Declaration by the senior employee:

The extended certificate of good conduct was presented, checked and is flawless.

Last name, first name of the senior employee: _____

Place, date: _____ Signature: _____