

Child Safeguarding Policy

Version 1.0 - April 2026

Introduction

Richtungswechsel is dedicated to establishing and upholding an environment where children and young people are secure, respected, heard, and shielded from harm. The Child and Youth Safeguarding Policy articulates the organisation's commitment to preventing harm to children and young people, as well as to responding appropriately, rapidly, and responsibly in the event of safeguarding concerns or incidents.

The policy embodies Richtungswechsel's conviction that each child and young person possesses the right to protection against all forms of abuse, neglect, exploitation, and violence. Furthermore, safeguarding is recognised as a shared organisational obligation. This encompasses both preventative measures and responsive actions to concerns, disclosures, allegations, and incidents.

Legal and Normative Framework

This policy is guided by the principles of the United Nations Convention on the Rights of the Child (UNCRC). In particular, Richtungswechsel recognises:

- The right of every child to enjoy their rights without discrimination
- The principle that the best interests of the child must be a primary consideration
- The right of every child to survival and development
- The right of children and young people to express their views freely in matters affecting them and to have those views taken seriously
- The right of children and young people to protection from all forms of violence, abuse, neglect and exploitation.

It is further informed by the pertinent Austrian legal framework governing the protection of children and young people. Relevant sources encompass the Federal Constitutional Act on the Rights of Children, the provisions within the Austrian Civil Code concerning the prohibition of violence and the best interests of the child, the Federal Child and Youth Welfare Act 2013, and applicable provincial child and youth welfare legislation.

Purpose

The purpose of this policy is to articulate Richtungswechsel's dedication to safeguarding children and young people, as well as to establish a clear framework for the prevention and response to harm. It aims to:

- Safeguard children and young individuals from all forms of violence, abuse, neglect, exploitation, and other forms of harm associated with the organisation's activities.

- Establish clear principles, responsibilities, and standards of conduct for all individuals acting on behalf of Richtungswechsel.
- Support the early identification, reporting, and appropriate handling of safeguarding concerns and incidents.
- Promote a safe, respectful, and accountable organisational culture in which the rights, dignity, and well-being of children and young people are upheld.
- Ensure that safeguarding considerations are incorporated into the planning, implementation, and review processes of relevant activities, projects, and partnerships.

Scope and Applicability

The policy is applicable to all individuals who work for, represent, act on behalf of, or collaborate with Richtungswechsel in any capacity, whether paid or voluntary. This encompasses board members, employees, interns, volunteers, trustees, external experts, contractors, partner organizations and their personnel where relevant for joint activities, as well as any other persons who may engage with children and young people in connection with Richtungswechsel's work.

Furthermore, this policy applies to all aspects of Richtungswechsel's operations wherein children and young people may be directly or indirectly involved, affected, or encountered. This encompasses projects, events, workshops, consultations, visits, research-related activities, collaborations with partners, and other organisational contexts associated with Richtungswechsel's activities.

Guiding Principles

Richtungswechsel's safeguarding approach is guided by the following principles:

1. Child and Youth rights-based approach

Richtungswechsel considers safeguarding as an integral component of a comprehensive commitment to uphold the rights, dignity, and well-being of children and young people. All safeguarding measures ought to be aligned with the principles outlined in the United Nations Convention on the Rights of the Child.

2. Best interests of the child or Young Individual

In all decisions and actions concerning children and young people, their best interests shall be regarded as a primary consideration.

3. Do no harm

Richtungswechsel is dedicated to undertaking all reasonable measures to prevent harm and to minimise the risk that its activities, actions, structures, or omissions may cause harm to children and young people, whether directly or indirectly.

4. Recognition of lived experience

Richtungswechsel acknowledges that the experiences, perspectives, and insights of children and young people are valid and indispensable. Their viewpoints should be substantially integrated into the organisation's work and must not be regarded as merely symbolic or secondary.

5. Participation without pressure

Children and young individuals should be enabled to participate in a manner that is safe, voluntary, and suitable to their circumstances. Such participation must never be contingent upon the disclosure of personal, harmful, or traumatic experiences.

6. Prevention of re-traumatisation

Safeguarding encompasses the development and execution of activities that minimise the likelihood of re-traumatisation. Special attention must be dedicated when engaging with children and young individuals whose experiences may involve violence, exclusion, or other forms of harm.

7. Meaningful and non-tokenistic inclusion

Richtungswechsel rejects tokenistic forms of participation. Inclusion should be authentic, transparent, consistent, and visible in practice. Children and young people should be engaged in issues that concern them in a manner that is both meaningful and respectful.

8. Non-discrimination and sensitivity to vulnerability

All children and young people must be treated with equal dignity and respect. Safeguarding practice must take into account that some individuals and groups may face heightened risks due to factors such as age, gender, disability, discrimination, exclusion, or other forms of structural inequality.

9. Accountability and shared responsibility

Safeguarding is a collective responsibility. All individuals acting on behalf of Richtungswechsel are expected to foster a culture characterised by safety, transparency, and accountability, and to raise concerns in the event of risks or incidents.

10. Confidentiality and respect

Safeguarding concerns must be managed with sensitivity, confidentiality, and care. Information should be disclosed solely on a need-to-know basis and in accordance with relevant procedures. In all instances, the safety and well-being of the child or young person involved should be the foremost priority, while ensuring that reports are handled fairly and responsibly.

Statement and Organisational Commitment

Richtungswechsel is dedicated to establishing and sustaining an organisational environment wherein children and young individuals are safeguarded, respected, heard, and shielded from harm. The organisation holds the conviction that every child and young person possesses the inherent right to protection against all forms of violence, abuse, neglect, exploitation, and other types of harm. Richtungswechsel implements a zero-tolerance policy concerning conduct that endangers, harms, or violates the rights and well-being of children and young individuals. Richtungswechsel is committed to implementing all reasonable and proportionate measures to prevent harm related to our operations, and to responding appropriately, promptly, and responsibly when safeguarding concerns or incidents emerge. This commitment encompasses integrating safeguarding considerations into our organisational culture, structures, decision-making processes, and routine practices.

Richtungswechsel perceives safeguarding not merely as a formal obligation but as a fundamental component of our operational approach. This encompasses recognising children and young people as rights-holders, valuing their perspectives earnestly, and establishing environments in which participation is both meaningful, safe, and non-tokenistic.

Safeguarding is a shared responsibility across the organisation. All persons acting on behalf of Richtungswechsel are expected to contribute to a culture of safety, attentiveness, accountability, and openness in which concerns can be raised and addressed.

Responsibilities

Safeguarding is a shared organisational responsibility. All individuals governed by this policy are anticipated to participate in establishing and upholding an environment wherein children and young people are secure, respected, and protected from harm.

At the same time, certain roles within the organisation carry particular safeguarding responsibilities.

1. Leadership and organisational oversight

The leadership of Richtungswechsel is responsible for ensuring that safeguarding is integrated into the organisation's structures, decision-making processes, and practices. This encompasses ensuring that suitable safeguarding measures, internal procedures, and accountability mechanisms are established, and that adequate attention and resources are allocated to the implementation of this policy.

2. Safeguarding Focal Point

Richtungswechsel shall designate at least one Safeguarding Focal Point by June 2026. The role shall be assumed by a member of the organisation's board. This

individual should be appropriately qualified, trained, or otherwise adequately supported to perform this role.

The Safeguarding Focal Point is responsible for:

- Receiving safeguarding concerns and reports. Supporting the preliminary evaluation of concerns and identifying suitable subsequent actions.
- Ensuring that concerns are documented appropriately and handled confidentially.
- Advising personnel and relevant stakeholders on safeguarding protocols.
- Supporting follow-up actions and referrals where necessary.
- Contributing to the promotion of safeguarding awareness, the implementation of policies, and the review thereof.

In addition, for each project or activity directly involving children and young people, a second designated contact person should be identified. This person should be familiar with the safeguarding procedures relevant to the project and serve as an additional point of contact where needed.

3. Managers and project leads

Individuals with managerial or supervisory responsibilities, including project leaders, are anticipated to exemplify safeguarding commitments in their daily responsibilities and to cultivate a culture where concerns can be expressed openly and appropriately.

Their responsibilities may include:

- Promoting adherence to this policy and the code of conduct.
- Ensuring that safeguarding risks are considered in relevant activities and partnerships.
- Supporting staff, volunteers, and others in understanding their safeguarding responsibilities.
- Encouraging the timely reporting of concerns
- Seeking advice and escalating issues where necessary.

4. Staff, volunteers, interns, and other representatives

All personnel, including staff, volunteers, interns, consultants, trainers, facilitators, board members, and other individuals representing Richtungswechsel, bear responsibility for:

- Familiarising themselves with this policy and acting in accordance with it.
- Complying with the code of conduct.
- Contributing to a safe, respectful, and attentive working environment.
- Reporting safeguarding concerns promptly through the appropriate channels.
- Seeking guidance in situations where one is uncertain about how to proceed.

5. Partners and external actors

In its collaboration with partner organisations, external experts, contractors, and other third parties, Richtungswechsel is dedicated to ensuring that safeguarding expectations are explicitly communicated and that appropriate safeguarding standards are maintained throughout the duration of the cooperation. This may include:

- Clarifying safeguarding responsibilities within agreements or cooperation arrangements.
- Ensuring that partners who work directly with children and young people have appropriate safeguarding measures in place.
- Taking safeguarding considerations into account when planning joint activities.

Prevention and Risk Assessment

Richtungswechsel is committed to implementing all reasonable and proportionate measures to prevent harm to children and young people in connection with its activities. Prevention constitutes a fundamental element of safeguarding and must be integrated across organisational structures, partnerships, projects, events, and other pertinent activities.

Safeguarding risks should be identified, assessed, and addressed at the earliest opportunity. Richtungswechsel thus commits to integrating safeguarding considerations into the planning, design, implementation, and review of relevant activities and forms of cooperation.

Risk assessments should be conducted, where relevant:

- When developing new projects, activities, or formats involving children and young people.
- Prior to events, workshops, consultations, visits, or other activities in which children and young people may participate or be affected.
- When establishing new forms of collaboration with partner organisations or external entities whose activities may involve contact with children and young people.
- Where contextual or organisational changes may give rise to new safeguarding risks.
- Whenever there is reason to believe that children or young people may be exposed to a heightened risk of harm in connection with Richtungswechsel's work.

Risk assessments should consider, among other factors:

- The nature of the activity or cooperation.
- The roles and responsibilities of the involved parties.
- The environment in which the activity occurs.
- Potential power imbalances and structural vulnerabilities.
- Consideration of whether certain children or groups may encounter an increased risk of exclusion, discrimination, pressure, or harm.

- An assessment of whether the design or implementation of the activity could pose risks of re-traumatisation, inappropriate conduct, or other forms of harm.

Where safeguarding risks are identified, appropriate measures must be taken to prevent, reduce, and manage those risks. Such measures may include, for example.

- Adapting the format, setting, or methodology of an activity.
- Clarifying roles, responsibilities, and supervision arrangements.
- Ensuring that relevant individuals are informed of safeguarding expectations and procedures.
- Involving appropriately trained or supported staff.
- Ensuring that partner organisations or external actors have appropriate safeguarding measures in place.
- Providing child-appropriate information on conduct, expectations, and complaint or reporting options.
- Postponing, altering, or discontinuing an activity when risks cannot be sufficiently managed.

Where relevant, risk assessments should be documented and reviewed, especially if an activity changes, new concerns arise, or the context shifts significantly. Responsibility for ensuring that safeguarding risks are considered should lie with the relevant project lead or responsible staff member, with support from the Safeguarding Focal point where appropriate. Richtungswechsel thus recognises the significance of preventive measures at a comprehensive organisational level. Safeguarding, therefore, encompasses not only activity-specific risk assessments but also continuous reflection on organisational practices, partnership contexts, participation formats, communication, and internal culture.

Code of Conduct

All individuals encompassed by this policy are anticipated to conduct themselves in a manner that upholds the safety, dignity, well-being, and rights of children and young people. The aim of this Code of Conduct is to delineate the anticipated standards of behaviour across all activities, interactions, and contexts associated with Richtungswechsel's operations.

All persons covered by this policy must:

- Treat children and young people with dignity, respect, and care.
- Uphold appropriate professional boundaries.
- Act with sensitivity to power imbalances and vulnerabilities.
- Encourage participation in ways that are safe, non-compulsory, and suitable.
- Take signs of discomfort, distress, or risk seriously.
- Comply with this policy and report safeguarding concerns or breaches promptly through the designated reporting channels.

All persons covered by this policy must not:

- Engage in any form of physical, emotional, verbal, psychological, or sexual abuse.
- Exploit, manipulate, or abuse a position of trust, authority, or power.
- Humiliate, shame, threaten, intimidate, or discriminate against a child or young person.
- Pressuring a child or young individual to disclose personal, traumatic, or sensitive experiences.
- Dismiss, minimise, or ignore safeguarding concerns.
- Act in ways that create avoidable risks of harm.

Richtungswechsel may necessitate that relevant individuals provide written confirmation of their understanding of and commitment to this Code of Conduct. Violations of the Code of Conduct may result in disciplinary, contractual, or other appropriate measures.

Reporting Safeguarding Concern

Richtungswechsel is dedicated to ensuring that safeguarding concerns are raised promptly, securely, and through well-defined reporting channels. All individuals subject to this policy are expected to report any safeguarding concerns they observe, receive, suspect, or otherwise become aware of in connection with Richtungswechsel's activities. Concerns should be communicated whenever there are reasonable grounds for concern or when any issue causes concern regarding the safety or well-being of a child or young person.

A safeguarding concern may include, for example:

- A disclosure made by a child or young person.
- A suspicion or allegation of abuse, neglect, exploitation, violence, or other harm.
- Inappropriate conduct by staff, partners, or other individuals protected under this policy.
- A violation of the Code of Conduct.
- A situation in which a child or young person may face potential harm.

Concerns should be reported promptly to the designated Safeguarding Focal Point. If the concern involves that individual, or if reporting to them is deemed inappropriate given the circumstances, the concern should be communicated to the alternative designated contact within the organisation. In circumstances where neither internal reporting channels are suitable or accessible, or in cases where there exists an imminent danger of harm or a potential legal violation, the concern must be promptly reported to the appropriate child protection services, emergency services, or other relevant authorities, as deemed appropriate.

It is not the responsibility of the individual reporting the concern to ascertain whether abuse has taken place or to conduct an investigation into the matter. Their duty is to report the concern expeditiously and provide the pertinent information at their disposal. The preliminary

evaluation of the concern and the decision regarding subsequent actions are the responsibilities of the Safeguarding Focal Point or other suitably designated personnel.

Richtungswechsel aims to ensure that reporting channels are communicated clearly within the organisation as well as to children and young people, partners, and other persons involved in its activities.

All reported concerns must be addressed with utmost seriousness, documented accurately, and managed with sensitivity and confidentiality. Information dissemination should be restricted to a need-to-know basis and in accordance with relevant procedures. During the reporting process, the foremost priority must be the safety and well-being of the child or young person involved.

No individual who raises a safeguarding concern in good faith should face retaliation or disadvantage as a result of their actions.

Responding to safeguarding concerns and Incidents

Richtungswechsel will respond to all safeguarding concerns and incidents promptly, seriously, and appropriately. The organisation recognises that a swift and well-organised response is essential both to protect children and young people from further harm and to ensure concerns are handled responsibly and fairly.

Once a concern has been reported, the designated Safeguarding Focal Point, or in instances where that individual is unavailable, or if it is deemed unsafe or inappropriate to approach them at that moment, the secondary designated contact shall carry out an initial assessment to determine the subsequent appropriate actions. This preliminary response must prioritise the immediate safety and wellbeing of the child or young person involved.

Depending on the nature and seriousness of the concern, the response may include:

- Taking immediate steps to reduce the risk of further harm.
- Ensuring that involved individuals are not subjected to avoidable contact during the clarification process.
- Documenting the concern and the steps taken in a factual and secure manner.
- Informing relevant internal decision-makers on a need-to-know basis.
- Seeking guidance from external child protection, legal, or specialised services as necessary.
- Referring the child or young person concerned to suitable support services, where applicable.
- Reporting the matter to the competent authorities when there is a legal obligation or a suspicion of criminal conduct.

In cases where a concern pertains to a partner organisation, contractor, or other external actor, Richtungswechsel will evaluate the necessary actions within the scope of the collaboration.

This may involve requesting information, implementing safeguarding measures, reviewing the cooperation agreement, referring the matter to relevant authorities or services, or taking other appropriate and proportionate measures.

Richtungswechsel acknowledges that certain concerns may be unsubstantiated. Even in such instances, it is imperative that the process is properly documented and managed with due diligence, and that suitable measures are implemented to restore trust and safeguard individuals impacted by the allegation process. The comprehensive management of particular cases may be further detailed in internal procedures or guidance documents, including documentation templates, internal reporting lines, and referral pathways.

Safer Recruitment, Training and Awareness

Richtungswechsel is dedicated to implementing reasonable and proportionate measures to mitigate the risk of unsuitable individuals gaining access to children and young people through its operations. Consequently, safer recruitment practices, training, and awareness are regarded as fundamental components of safeguarding prevention.

1. Safer recruitment and selection

Richtungswechsel aims to ensure that recruitment and selection processes are executed with adequate safeguarding measures, especially for positions that may entail direct or indirect contact with children and young people.

Depending on the nature of the role and to the extent permitted by applicable law, this may include:

- Making safeguarding expectations visible within profiles, calls, or recruitment processes.
- Addressing safeguarding responsibilities during recruitment, onboarding, or preparatory discussions.
- Obtaining references where appropriate.
- Conducting background or criminal record verifications where legally authorised and relevant to the position.
- Requiring relevant individuals to review this policy and sign the Code of Conduct prior to commencing their work or engagement.

Richtungswechsel does not consider background or criminal record checks as a universal requirement across all positions. As a small organisation committed to (re-)integration, Richtungswechsel also values perspectives and insights formed through lived experiences. However, for the designated Safeguarding Focal Point, such checks may be deemed necessary given the trust, responsibility, and safeguarding duties associated with the role. The organisation is therefore dedicated to ensuring that

safeguarding measures are proportionate, sensitive to context, and aligned with its overarching values and mission.

2. Training and continued learning

Richtungswechsel is committed to ensuring that safeguarding knowledge is developed and maintained in a manner to a high standard whilst remaining proportionate to the organisation's size, structure, and activities.

Employees whose roles encompass direct interaction with children and youth, or who bear specific safeguarding responsibilities, receive safeguarding training that aligns with their responsibilities coming into effect by June 2026. This requirement particularly applies to the designated Safeguarding Focal Point and other personnel directly involved in projects or activities focused on children and young persons.

For other personnel, including interns, board members, consultants, facilitators, and relevant representatives acting on behalf of the organisation who are not directly engaged in such activities, safeguarding awareness will be fostered through suitable internal information dissemination and a train-the-trainer approach. This may involve sharing essential training materials, conducting internal briefings, providing onboarding information, and offering guidance on reporting procedures and expected standards of conduct.

Training and awareness initiatives should assist pertinent individuals in comprehending:

- The purpose and content of this policy.
- The standards and expectations outlined in the Code of Conduct.
- How to recognise safeguarding risks and concerns.
- How to respond appropriately to disclosures and concerns.
- How and where to report concerns.
- The role of the Safeguarding Focal Point.
- The significance of preventing re-traumatisation and acting in a manner that is sensitive to children's needs and based on their rights.

Richtungswechsel also recognises that safeguarding learning should not be a one-time exercise. Relevant individuals should therefore be provided with safeguarding information at the beginning of their engagement and, where appropriate, afforded additional opportunities for refresher training, reflection, and ongoing education.

3. Awareness and communication

Richtungswechsel aims to guarantee that safeguarding expectations are articulated explicitly within the organisation and, where relevant to the activity or collaboration, also to partners, external collaborators, and individuals impacted by its initiatives.

This may include:

- Ensuring this policy is accessible to relevant staff representatives.
- Communicating safeguarding expectations during onboarding processes, contractual agreements, and cooperation arrangements.
- Communicating the organisation's safeguarding standards to relevant partners and external stakeholders.
- Providing accessible information, where appropriate, on how concerns can be raised.

4. Partners and external actors

In all collaborations with partner organisations, external experts, contractors, and other third parties that directly or indirectly involve children and young people, Richtungswechsel is committed to ensuring that safeguarding expectations are clearly communicated and that appropriate safeguarding standards are upheld throughout the cooperation.

Where relevant, this may include:

- Drawing attention to this policy and the Code of Conduct.
- Clarifying safeguarding responsibilities within agreements or preliminary discussions.
- Requesting that partners or contractors confirm compliance with relevant safeguarding standards.
- Considering safeguarding capacity or measures when planning joint activities involving children and young people.

Protection of Good-Faith Reporting

Richtungswechsel is dedicated to ensuring that safeguarding procedures effectively protect the safety, dignity, and well-being of children and young people involved in safeguarding concerns and incidents. The organisation also acknowledges the importance of safeguarding individuals who report concerns in good faith and of preventing discouragement of reporting due to fear of disadvantage or retaliation.

1. Protection of reporting persons and whistleblowers

No individual who reports a safeguarding concern or incident in good faith should face retaliation, disadvantage, intimidation, or other adverse consequences for raising the concern through the designated channel. This protection applies irrespective of whether the concern is ultimately substantiated, provided that it was raised honestly and in good faith.

Richtungswechsel aims to cultivate a culture where concerns may be raised openly and responsibly, and where individuals who report in good faith are supported rather than

discouraged. The organisation acknowledges that reporting in good faith is an essential component of effective safeguarding practices.

2. Careful handling and limited information-sharing

Safeguarding concerns must be handled with care, sensitivity, and responsibility. All reports should be addressed with seriousness, documented accurately, and disseminated exclusively to relevant parties involved in responding to the concern. Richtungswechsel acknowledges that, as a small organisation, internal confidentiality may occasionally be constrained by the practical realities of a small team. Consequently, the organisation will ensure that information is shared solely when necessary and is handled in a manner that is fair, respectful, and responsible, prioritising the safety and well-being of the child or young person. When allegations concern staff, partners, or other individuals, the measures taken by Richtungswechsel should remain proportionate and adhere to applicable procedures and legal obligations.

3. Malicious or deliberately false reporting

Richtungswechsel acknowledges the distinction between a report made in good faith that is unsubstantiated and a deliberately false or malicious report. An individual will not encounter adverse consequences solely because a concern they raised in good faith was ultimately unconfirmed. However, intentionally false, malicious, or knowingly misleading reports may themselves be deemed misconduct and could result in appropriate disciplinary measures.

Consequences of Breaches

Violations of this policy, the Code of Conduct, or associated safeguarding procedures may lead to suitable organisational, disciplinary, contractual, or other restorative actions. Richtungswechsel is dedicated to addressing such violations in a serious, proportionate, and reasonable manner.

A breach may include, for example:

- Conduct that endangers or jeopardises the well-being of a child or young person.
- Conduct that breaches the safeguarding procedures outlined in the Code of Conduct.
- Failure to report a safeguarding concern in accordance with this policy.
- Failure to cooperate appropriately with safeguarding processes.
- Deliberately providing false or malicious reports.

Depending on the nature and severity of the breach, and subject to applicable laws and contractual agreements, the consequences may include:

- Verbal or written warning.
- Additional supervision, guidance, or mandatory training.
- Temporary restriction of duties or responsibilities.
- Reassignment or suspension.

- Termination of employment, engagement, contract, or cooperation.
- Referral to the competent authorities where there exists a legal obligation of suspicion of criminal conduct.

Richtungswechsel acknowledges that not all safeguarding concerns and breaches are of the same nature or severity. In certain instances, an appropriate response may necessitate reflective, restorative, managerial, or organisational measures rather than a predominantly disciplinary approach. The organisation is dedicated to fostering a culture in which concerns can be raised openly, including when individuals identify concerns related to their own actions or practice, so that risks can be addressed early and meaningful safeguarding can take place in a preventive rather than purely punitive way.

Depending on the circumstances, appropriate responses may include reflective conversations, additional guidance, strengthened supervision, restorative steps where suitable, adjustments to activity design or cooperation arrangements, further training, or changes to internal procedures.

No individual shall be subject to penalty for reporting a safeguarding concern in good faith, even if the concern is ultimately unsubstantiated. However, deliberately false, malicious, or knowingly misleading reports may constitute misconduct and could result in appropriate disciplinary actions.

In cases where a breach involves a partner organization, contractor, or external actor, Richtungswechsel may undertake suitable contractual or cooperative measures within the bounds of that relationship. This may encompass requiring restorative or other suitable follow-up actions, reviewing the cooperation, restricting participation in activities, terminating the cooperation when necessary, and, where legally mandated and appropriate, reporting the matter to the competent authorities or relevant services.

Monitoring, Review and Implementation

Richtungswechsel is committed not only to adopting this policy but also to implementing it in practice and reviewing yearly. Safeguarding is regarded as an ongoing organisational responsibility that necessitates attention, reflection, and continuous development.

The organisation shall therefore undertake reasonable measures to ensure the integration of this policy into relevant structures, procedures, and daily practices. This includes, in particular:

- Ensuring that the policy is accessible to relevant staff, representatives, and cooperation partners.
- Linking this policy to recruitment, onboarding, training, reporting, and response procedures.
- Ensuring that safeguarding responsibilities are explicitly assigned.

- Integrating safeguarding considerations into pertinent activities, partnerships, and organisational processes.
- Promoting an organisational culture in which safeguarding is regarded as a tangible responsibility rather than merely a formal obligation.

Richtungswechsel will also seek to monitor how the policy is applied in practice. Depending on the size and nature of the organisation's activities, this may include:

- Assessing the clarity and operational effectiveness of reporting channels and responsibilities.
- Reflecting on safeguarding risks and mitigation measures in projects, events, and partnerships.
- Conducting a review of incidents, concerns, and lessons learned to enhance future practices.
- Identifying areas where further guidance, training, or organisational adjustments may be necessary.
- Considering whether the policy remains appropriate to the organisation's work and context.

This policy should be reviewed yearly and updated where necessary. An Ad-hoc Review is also possible, such a review may be prompted, for example:

- Changes in the organisation's activities or partnerships.
- Changes within the legal or regulatory framework.
- Safeguarding incidents or significant concerns.
- Learning from implementation.
- Identified deficiencies in procedures, responsibilities, or awareness.

Any review of the policy should take into account relevant organisational experience, legal developments, and, where appropriate, perspectives from those affected by or involved in the organisation's safeguarding practice.

The responsibility for coordinating the review of this policy should be assigned to the designated Safeguarding Focal Point, working in cooperation with organisational leadership and other relevant individuals. Final responsibility for approving and maintaining the policy resides with the organisation's leadership.

Final Provision

This policy was adopted on 1 April 2026 and entered into force on the same date. It applies to all individuals and activities covered by its scope. Richtungswechsel will take the necessary steps to implement the structures, roles, and procedures set out in this policy within a transition period ending on 30 June 2026. This includes, in particular, the formal designation of a

Safeguarding Focal Point, who will be a member of the organisation's board, the completion of training activities, and the establishment of relevant internal safeguarding processes.

By 2028, Richtungswechsel is dedicated to develop a more dedicated child safeguarding structure, such as a designated advisory person or an advisory group that incorporates the perspectives of children and young people into the organisation's structure. The policy will be reviewed regularly and updated as necessary to ensure its continued relevance and effectiveness.