

The FiPP Guidelines describe our shared values and – in combination with our vision - form the foundational basis that guides our daily work and defines our actions. The Guidelines provide orientation for strategic decisions, and serve, among other things, as a public representation of who we are.

## 1 Focus of Our Work

Our work revolves around children, young people and adults.

We offer a reliable space for personal development for our target groups.

We take their concerns and needs seriously and provide support, guidance, and advice.

We engage with them in dialogue and discussion as equal partners.

We build on their strengths and interests by enabling them to access diverse learning opportunities and pathways.

In all areas of our organization, we encourage participation, self-efficacy, and personal responsibility.

Our actions are guided by the diverse familial, social, and cultural experiences of our target groups.

We work in a gender-sensitive manner, promote equal opportunities, and empower individuals.

We actively work to recognize and dismantle barriers to enable full participation for everyone.

A key element of our work is the Anti-Bias approach, which is recognizing and addressing discrimination.

We work to strengthen the personal rights of the people we serve while remaining alert to risks and warning signs.

We are committed to child protection while continuously evaluating and developing our protection policies.

## 2 Our Staff

The diversity of our staff is a fundamental resource for our work.

We act with authenticity, professionalism and dedication.

We aim for diversity in our team and strive for inclusion at all levels.

In all areas we hold responsibility and act with the greatest possible transparency – both internally and externally.

We work across disciplines and in regional networks.

We value mindful and responsible collaboration.

## 3 Our commitment to Society

We ensure our future through continuous development and resource-oriented action.

We advocate for the fundamental rights for the people we represent and for the inclusion of children's rights in the German constitution.

Together with our target groups, we actively participate in discussions around child and youth policy, urban policy, and social issues in Berlin and beyond.

Alongside our partners, we work to improve the conditions of pedagogical and social work.

We are committed to improving the everyday environments of our target groups.

We actively oppose all forms of exclusion, discrimination, and devaluation and stand in solidarity with those affected.

We promote respectful interactions and encourage a culture of fair debate and discussion.

## 4 Securing the Future at FiPP

We ensure our future through continuous development and resource-oriented action.

The pedagogical quality of our work is the benchmark for our actions.

To maintain and develop this quality, we secure processes, conditions, and workflows and invest in professional consulting.

We invest in attracting and retaining qualified professionals while developing our employees' potential—through ongoing training and continuing education opportunities.

Economic stability is central to all our work.

We align our work with the Sustainable Development Goals (SDGs) and implement them step by step.

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