



WOHNEN | ARBEITEN
BETREUEN | ENTWICKELN



We are WABE!

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About WABE

WABE, the education provider

WABE stands for 'Wohnen, Arbeiten, Betreuen und Entwickeln', which is German for living, working, supervising and developing. We assist and support people in their development, right from their early years. Our activities influence and shape people's lives and pave the way for society's future. Founded in 2001 and based in Hamburg, the association is a recognised children's and youth welfare agency, a member of the Hamburg and Mecklenburg-West Pomerania divisions of Germany's Paritätischer Wohlfahrtsverband welfare association and a member of the Schleswig-Holstein organisation Forum Sozial e.V.

It is non-partisan and non-denominational and is recognised as a non-profit organisation.



FULL OF ENERGY INTO THE FUTURE

Scope of services



Scope of services



ACHIEVING GOALS WITH STAYING POWER AND SKILLS

Day care centres

WABE e.V. operates day care centres in a number of Germany's federal states. We see our day care centres as educational environments for children aged between three months and school-starting age.

WABE offers companies places at various WABE day care centres. The benefits of company-based childcare are obvious:

- Needs-based solutions for the company and its employees
- Greater attractiveness as an employer
- Greater employee motivation and retention
- Reduced absenteeism

All-day care at schools

WABE e.V. is a cooperative partner at various schools in the area of all-day schooling and childcare in its various forms (all-day school-based teaching and supervision [GBS], mandatory all-day schooling as a class [GTS] and voluntary all-day schooling [OGS]). Various professions are brought together to offer the children holistic education and upbringing for the children. In addition to early-morning care before classes begin, WABE in particular offers afternoon supervision that includes resting time and free play, assistance with homework and learning, and voluntary courses that can be attended based on a child's predispositions. A healthy lunch is also part and parcel of the care services.

Scope of services



PARENT-CHILD CENTRES SUPPORT AND ADVISE FAMILIES IN ALL LIFE SITUATIONS

Additionally, parents can place their children in school holiday supervision, which includes a variety of trips, play activities and pedagogical services.

Parent-child centres

WABE e.V. runs parent-child centres in Hamburg-Bergedorf and Hamburg-Jenfeld. The Neuer Mohnhof and Jenfelder Au parent-child centres serve as a meeting place for families with children under the age of three. Parents who are interested can make the most of support, education and advisory services offered at the centres and can seek assistance with parenting matters. The open parent-child cafe gives them the opportunity to chat to other parents in an informal setting, share their experiences and enjoy breakfast together. A qualified educationalist is also there to answer any questions they may have. In regular parent-child group sessions, the parents are offered suggestions for how to raise their children at home. In group activities run at WABE's Neuer Mohnhof and Jenfelder Au day care centres together with qualified staff, health promotion measures are offered, such as Kneipp therapy, deep relaxation in an infrared sauna, active motor development in the exercise area and participation in early music-based fostering.

Courses and events relating to special topics such as child development, parenting and health promotion, and structuring family life are offered in collaboration with child guidance centres, family midwives and other family and health promotion experts. Cookery courses can likewise be held in the affiliated day care centre kitchen.

Scope of services



INTERNATIONAL SCHOOL CAMPUS

International School Campus

Our International School Campus (ISC) opened its doors to pupils in the Hamburg metropolitan area for the first time in September 2016. Our International School is a state-approved private school based in Pinneberg-Thesdorf in Schleswig-Holstein. The state-of-the-art building, which is being extended, currently offers space for 300 schoolchildren.

Being a state-approved private school, the ISC's curriculum follows the specifications of the state of Schleswig-Holstein. In addition, the school's innovative afternoon programme is based on the intensive promotion of an individual's talents and interests, true to the WABE principles. Research-based and empirical learning are key elements of the teaching programme and have been meaningfully incorporated into the curriculum. The ISC has also been an authorised International Baccalaureate World School since April 2019 and has been offering the IB Diploma Programme since August 2019.

The ISC's appeal has been further boosted by the setting up of a modern boarding school for national and international pupils and guests.

Scope of services



**WORKSHOP IN HENGSTENBERG:
ON-HANDS APPROACH TO TESTING AND UNDERSTANDING MATERIALS**

WABE International Academy

The WABE International Academy was founded for employees in 2007 as an innovative training institution within the WABE Education Network. Its diverse professional development programme is now aimed at qualified educationalists, parents and anyone interested in education science from around the world. The WABE International Academy is all about lifelong learning, innovative training processes, the ability to enthuse others and global partnerships – high quality and professional standards that we maintain on the basis of our long-term collaboration with experienced lecturers. Renowned cooperative partners such as the Hamburg Conservatory, the Lohbrügge Children's Cultural Centre (KIKU) and the Hamburg Institute of Intercultural Pedagogy (HIIP) offer further added value.

International projects

WABE goes international! We opened our first German-English-Arabic day care centre in Amman, Jordan, in September 2018. There, we implement our 'open pedagogy of mindfulness' for children aged between two and six. The function rooms are likewise designed on the basis of our German model. WABE e.V. focuses in particular on intercultural exchange between qualified educationalists, promoting in-depth dialogue by means of work shadowing placements and training events held in Hamburg and Amman.

Welcome to our facilities



WE TRUST THE CURIOSITY AND THIRST FOR KNOWLEDGE THAT CHILDREN HAVE, WHICH THEY ADVANCE DURING THEIR DEVELOPMENT

Our concept: Open pedagogy of mindfulness

The fundamental values of the WABE day care centres include affiliation, appreciation and co-determination. We realise these values with our concept of open pedagogy of mindfulness. WABE day care centres offer the best possible childcare conditions. They are open to all children and are participatory and inclusive.

The focus is placed on the rights of self-determination and participation of the children entrusted to us. The qualified educationalists see to it that each and every child can determine the pace and direction of their development themselves.

At the heart of education science at WABE is a comprehensive and creative approach which uses the room as a 'third educator'. In our pedagogical work, we pursue the goal of making personal individuality and shared responsibility tangible both for children and adults. Independence, agency and a capacity for love are all part of this. The clear structure and the binding nature of the concept's rules give the children the freedom to take their next development step in accordance with their age and to expand their personal boundaries. At the same time, they are acting within a safe framework which is made stimulating and nurturing by the preschool teachers. Our pedagogical activities revolve around the children's interests and topics.

This is our attitude and mindset with regard to childhood learning and development processes. It is reflected by fixed rituals and all-day education and child-raising that takes the respective official curricula

Welcome to our facilities



WABE TAKES CARE OF THE LITTLE ONES TOO

into account. Dependable daily structures such as a morning circle, free play, pedagogical opportunities, meal times and children's conferences offer the children guidance and stability. We practise evolved focal areas at our facilities such as the enjoyment of physical activity and a love of animals, music and art. We want the children to be happy, confident and independent as they continue on their life paths at the end of their time with us. They will then have experienced an active, lively, exciting, imaginative and valuable period of development at one of our WABE day care centres.

WABE's protection concept – day care centres as a safe space for children

We see our day care centres as places of safety where each and every child is able to develop surrounded by love, a sense of security and understanding. All of WABE e.V.'s facilities are therefore obliged to observe a protection concept which was developed jointly and which is continually reviewed. Our voluntary commitment declaration is part of this protection concept. It obliges all members of staff to refrain from crossing boundaries of any kind with the children. They must immediately report any conduct of their co-workers which crosses boundaries or is of a violent nature. WABE's vocational training in the area of child protection is unique in the field of child and youth welfare. External experts give courses that teach parent representatives at all the facilities about conduct which crosses boundaries and what preventative measures they can implement. The parent representatives then pass on what they have learned to the other parents at regular parent cafe meetings.

Welcome to our facilities



AT WABE E.V., INCLUSION IS ABOUT THE UNLIMITED JOY OF DISCOVERY

Inclusion at WABE e.V.

Community within our day care centres is borne out of a sense of inclusion and participation. Every child is entitled to full nurturing and to participation in their social environment. For us, this includes facilitating accessibility.

This has already been achieved at the majority of our WABE day care centres, and we pay attention to the necessary framework conditions for children and adults alike whenever we build a new facility or refurbish an existing one. To be specific, this means:

- Construction that allows for disabled access is standard with us.
- The therapy rooms offer individual development opportunities.
- Our room concept is designed in a way that offers all children an incentive to learn.

There are currently qualified remedial education specialists at ten WABE facilities who assist children with special educational needs. They serve as a link between the parents, the child and the day care centre team, and see to it that inclusion is borne in mind and also practised. All the facilities additionally have a network of local therapeutic institutions with which they maintain close dialogue.

Welcome to our facilities



EVEN EXPLORERS NEED A BREAK

Flexible opening hours for individual needs

WABE e.V. is a pioneer in the area of flexible opening hours for day care centres. The parents and children currently benefit from extended morning and evening opening hours, weekend childcare services and overnight stay options. The more flexible childcare services of the WABE day care centres are thanks to funding from Germany's Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) via the nationwide programme 'KitaPlus – weil gute Betreuung keine Frage der Uhrzeit ist' (Day Care Centre Plus – Because Good Care Is not a Question of the Time of Day).

This programme supports day care centres that expand their childcare hours according to a needs-based concept. The principal aim of the programme is to offer quality childcare at flexible times in line with families' needs and life situations.

National 'Sprach-Kita' language learning programme

WABE day care centres are also forward-thinking in terms of language development. Linguistic skills have a significant influence on a child's ongoing education and on their entry into the working world. WABE e.V. is therefore involved in the German government's programme 'Sprach-Kitas: weil Sprache der Schlüssel zur Welt ist' (Language Day Care Centres: Because Language Is the Key to the World). The federal programme focuses on boosting language learning which is integrated into daily life, inclusive education science and cooperation with families at the day care centres. The WABE day care centres involved in the programme each have an additional professional in the area of language learning.

Welcome to our facilities



WE LOOK FORWARD TO OPEN, CONSTRUCTIVE AND CREATIVE COLLABORATION

Cooperative partnerships with parents

Intensive cooperation and open communication with parents are a cornerstone of our pedagogical work. It goes without saying that we focus all of our attentions on the child and their needs. But good education can only be achieved on the basis of a trusting relationship with the parents and if the family context is taken into account.

We ensure that we have trusting dealings with the parents by means of:

- A dedicated person as the parents' trusted contact during the acclimatisation phase
- Regular development talks between the parents and the education professionals. These are backed up by our extensive documentation of the child's developmental progress and by the parents' feedback
- Parents' evenings to discuss child development issues and organisational matters regarding the day care centre
- The opportunity for the parents to play an active part in more extensive happenings such as larger excursions and parties
- Joint celebrations and arts and crafts afternoons
- Close cooperation with the parent representatives and our providing rooms in which parent cafe meetings can be held

WABE points the way



YOUNG ADVENTURERS EXPLORE THE ROOMS FIRST, THEN THE WORLD

Our videos introduce you to the rooms and furnishings in a WABE day care centre.



Room concept and outdoor areas

WABE's room concept is in keeping with our open pedagogy of mindfulness. It serves as the basis for how all the rooms in a day care centre are designed and used. The various function rooms allow for a wide array of education, motor development and learning options at the facilities. The highly qualified educationalists are inspiring and impassioned in their work. They design rooms which encourage experimentation and creativity in the children. The function rooms which are set up like learning workshops offer carefully considered and challenging stimuli for all the senses and for the children's imaginations. A clearly arranged room structure allows the children to engage in their respective activities without disturbing one another.

Our clever room concept is also reflected in our interior design. The materials used support and influence the children's and the educators' activities. Indoors, we ensure that the flooring and the furnishings are made of natural materials such as wood and cork. Heavy building materials such as concrete are used for the purposes of sound absorption. Various types of plaster and compressed mineral wool are used to create ideal room acoustics. This also strikes the right balance between heat storage and heat insulation. We focus on natural materials such as linoleum, cork and parquet. These factors have a positive influence on the interior climate, make the rooms more snug and effectively prevent mildew.

WABE points the way



SPECIALLY DESIGNED ELEVATED AREAS OFFER FINE MOTOR SKILLS CHALLENGES AND STIMULATE THE SENSES, PERCEPTION AND EMOTIONAL DEVELOPMENT (FOR CHILDREN AGED FROM THREE MONTHS TO THREE YEARS)

The quality of the lighting at our day care centres is attributable to the use of LED lights. Environment variables such as light, colours and acoustics have a significant influence on the children's activity and relaxation phases, so these factors are taken into account at all the WABE day care centres.

When using natural colours in our rooms, we make sure they support the rooms' functions and are not a distraction. Subtle natural shades as used in, for example, the carpentry workshop, the art studio or the activities room serve to support the children in everything they do and in their self-development. We chose a bold shade of lavender in a wiped look for the quiet rooms. In our experience, this shade helps the children to calm down, relax and readily come to these rooms for a nap. Colour accents are also created with the help of decorative lighting, curtains/blinds and, in some cases, flooring.

This experience-oriented, creative approach is reflected throughout all the rooms. They pique the children's curiosity, are stimulating and challenging, and facilitate all kinds of activities and offerings. The „Hochebene“ (elevated area), a place in which children under the age of three can develop, offers space for more in-depth play, fun and relaxation. Featuring all kinds of different materials and surfaces, it stimulates the children's senses and offers them corners in which to retreat as well as fine motor skills challenges. The children explore the various areas with curiosity and broaden their horizons at their own pace and time, and thus develop confidence in their own abilities.

WABE points the way



THE CHILDREN DETERMINE THE NEXT STEPS

Our videos introduce the approaches used by Emmi Pikler and Elfriede Hengstenberg.

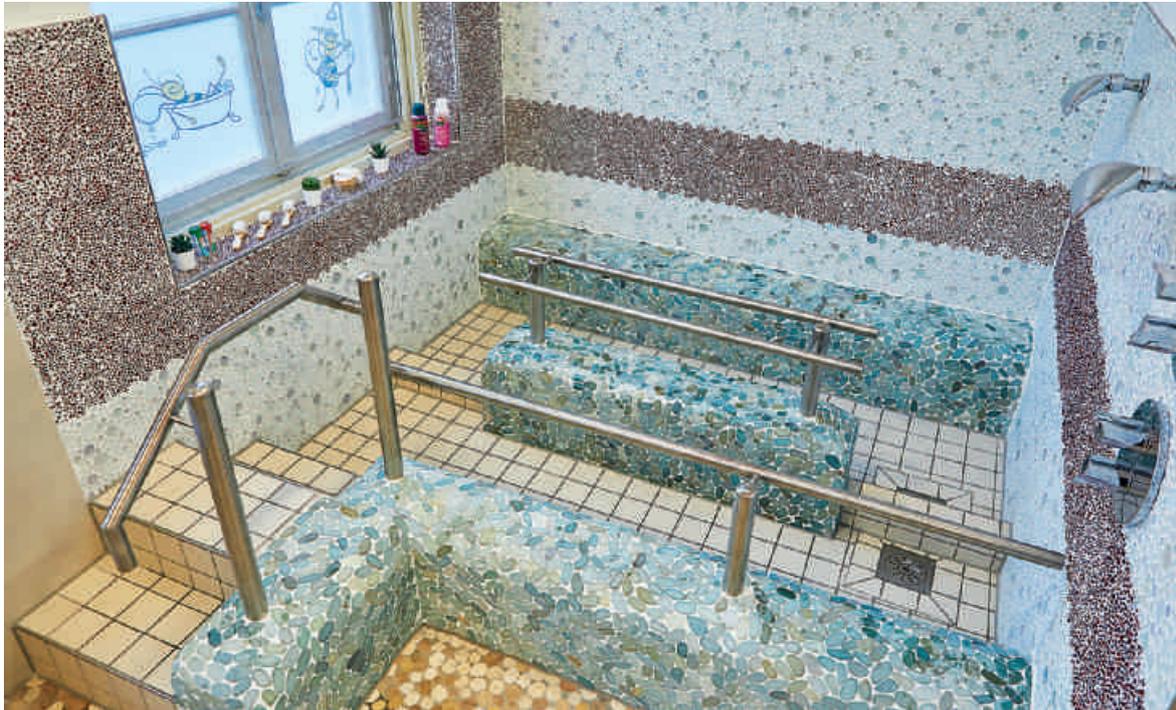


WABE e.V. sets great store by naturally designed outdoor areas that offer all sorts of stimulation. Featuring mounds and dips, sandy and pebbly areas, climbing trees and places to hide, our outdoor areas offer plenty of space for activity and experience opportunities. Most of them also feature water play equipment. They are incredibly popular with the children and offer them perception-based experiences. Play equipment made of natural materials encourage the children to swing, climb, balance, skip and jump.

Independent motor development

There are materials based on the Pikler and Hengstenberg approaches in the crèche and primary-age areas to promote independent motor development. With interchangeable movement elements, the motor development centres facilitate targeted self-perception among the children based on physical activity.

WABE points the way



KNEIPP ACTIVITIES PROMOTE HEALTH

Health promotion

For us, healthy eating and aesthetics go hand in hand. The children's restaurants feature an inviting buffet with a healthy array of fresh raw vegetables, fresh fruit and wholegrain products. The children can choose seasonal fruit and regional produce. They also have access to unsweetened tea and mineral water throughout the day. The children eat during windows which are in keeping with the daily routine and can arrange to meet their friends in order to eat together. In age-appropriate cooking and baking sessions, the educators teach the children home economics techniques. There are daily sessions in the wellness areas featuring Kneipp and water play pools. The children play with water and bubbles, improve their dexterity, become more self-aware and always have a great deal of fun with water or are carefully introduced to it as an element. Regular Kneipp activities are offered by trained experts, teaching the children about healthy living in a playful way. The infrared sauna offers the children healthy relaxation.

Our sanitary facilities feature high-quality materials. Their bright and inviting design that effuses a sense of well-being promotes the children's hygiene development. Atmospheric LED lighting effects in the bathtub offer stimulation and encourage the children to stay. Teaching activities promote their independent personal care.

WABE points the way



EXPERIENCING AND LEARNING ABOUT TREATING NATURE WITH RESPECT

Nature and Sustainability

As a social agency, WABE e.V. considers itself a part of society and sees it as a given that it should assume responsibility. Teaching environmental values therefore has an important part to play in our pedagogical approach. We sow, grow, nurture, water and harvest our own fruit and vegetables in large and near-natural outdoor areas at our WABE day care centres. Together with qualified educationalists with expertise in the area of the body, motor development and health, the children observe how food grows and then use the ingredients to prepare and enjoy healthy meals in the specially developed WABE children's kitchens.

At many of the facilities, the children can also observe animals being allowed to grow with respect. Rabbits, chickens and bees which are cared for independently by the children can be found roaming around the green space at many of our day care centres. Insect hotels built by the children themselves offer protection for a variety of species and allow the children to experience all kinds of insects up close.

Domestic honey bees and wild bees are something which is especially close to our heart as a day care provider with a honeycomb shape in our logo. To protect them, the children at one of our WABE day care centres have created a wild flower meadow in Hamburg's Planten un Blomen public park and have designed the labels for the honey collected from the honey bees there. Additionally, a colony of honey bees has been successfully set up at one of our day care centres with the help of a professional bee-keeper.

WABE points the way



INTERGENERATIONAL EXCHANGE, E.G. THROUGH MUSIC

Young and old together

WABE day care centres cooperate with senior care facilities belonging to the organisation PFLEGEN & WOHNEN HAMBURG as part of the multi-award-winning cooperative project 'Jung und Alt gemeinsam' (Young and Old Together). Senior citizens and children being direct neighbours promotes interaction and mutual learning. The life experience and composure of the elderly are playfully complemented by the curiosity and uninhibitedness of the young ones, resulting in true exchange across generations from which everyone involved benefits. While these intergenerational encounters initially have a pedagogical basis, they increasingly become the natural norm as the projects progress. Young and old come together to sing, play, cook, read, dance, celebrate and forge emotional connections.

Participation – children as (co-)determiners

Back in 1989, the United Nations Convention on the Rights of the Child stipulated that children have the right to express their views freely and that their views be given due weight (Article 12). Our WABE day care centres offer scope for this right to self- and co-determination.

Self-determination

Children are entitled to and should be able to develop their personalities freely. It is important to us that we create an atmosphere at the facilities in which the children feel they are taken seriously. They should learn to be able to perceive themselves and their needs and to then express these



CREATING, DISCARDING AND RETHINKING PICTURES AND STORIES

Our video "A day at the day care centre" shows how WABE combines a structured daily schedule with individualised opportunities for development.



with confidence. The areas in which the children exercise self-determination on a daily basis are in their joint play, in the activities in the various function rooms and in selecting their meals, when to have them and how much they have.

Co-Determination

WABE day care centres are a place belonging to the children, not simply a place for children. Our qualified educationalists regularly create opportunities in which the children are able to (co-)determine aspects of their day-to-day lives at the facilities. This allows the children to see themselves as a valuable part of the group and teaches them to work through conflicts appropriately and reach compromise. The areas of day-to-day care centre life in which the children play an active co-determination role include choosing excursion destinations, purchasing new toys, establishing rules for daily life together and designing the rooms.

Participation calls for all the qualified educationalists to adopt an internal mindset of respect and trust toward the children and to be committed to taking them seriously. We place our trust in the individual development potential and paths of the children entrusted to us.

Close coordination among the educationalists within the team is therefore necessary in order to establish the extent to which the children can be afforded co-determination rights. Consensus on this within the team is essential in order to establish a framework and security for the children.

WABE points the way



WABE-EXPERIMENTA –
the video

**OUR BIG WABE-EXPERIMENTA
FAMILY FESTIVAL**

WABE-EXPERIMENTA – a game festival as a gift for families

Every two years, WABE e.V. invites children, their families and their friends to attend WABE-EXPERIMENTA. This fun and games day held in Hamburg's Große Wallanlagen park regularly attracts around 10,000 visitors both young and old, and features all kinds of play activities, open-air art, hands-on music activities, a huge cardboard box construction site and all sorts of other attractive play and join-in activities.

Entertainment on the children's stage is provided by well-known music groups and solo artists such as the local band RADAU!, Samba Camara and Piratas do Samba. There are also music, dance and theatrical performances put on by the WABE day care centres as well as refreshments and drinks. The festival is additionally supported by many of WABE e.V.'s cooperative partners, who attend with their own activity stands.

WABE points the way

Rooms as learning environments

**BUDDING ARTISTS
AT WORK**



**LITERACY IS THE KEY
TO THE WORLD – AND
AN IMPORTANT PART
OF OUR EDUCATIONAL
APPROACH**

**STRUCTURAL RULES BEING PUT
TO THE TEST IN THE BUILDING
AND CONSTRUCTION ROOM**



WABE points the way

Rooms as learning environments



MAKING MUSIC TOGETHER

**WORKING WITH WOOD,
CLAY AND OTHER MATERIALS
DEVELOPS FINE MOTOR
SKILLS AND ENCOURAGES
IMAGINATION**



**WE SUPPORT THE JOY OF
DISCOVERY EARLY ON**

WABE as an employer



INSPIRING WORK ENVIRONMENT WITH GREAT TEAMS AND UNIQUE ROOM CONCEPTS

WABE e.V. has educational institutions in a number of Germany's federal states and has established itself as an attractive employer.

Family-friendly employer

Having been awarded the Hamburg Family Seal every year since 2007, WABE stands for a family-friendly staffing policy comprising flexible working hours, part-time work and opportunities to work from home. Having women in managerial positions is a matter of course for us.

Personalised focuses

The staff at all of our facilities can expect an inspirational work environment with fantastic teams, unique room concepts and high-quality materials. Our educators have specific focal areas such as nature and technology, motor skills, art, etc. WABE offers its staff tailored development opportunities, subject specialisation and internal promotion opportunities.

Hamburg „Qualifizierungsoffensive“ (qualification drive)

In collaboration with Hamburg's State College of Social Education, WABE is involved in the city's social education qualification drive, which is aimed at people interested in a career change. In this context, it offers further training as a preschool teacher while working, with the traditional training in this area shortened to three years and made more practically oriented, and with pay based on collective wage agreements.

WABE as an employer



THE WABE 'CAFETERIA SYSTEM' OFFERS ALL KINDS OF BENEFITS THAT CAN BE TAILORED TO THE EMPLOYEES' NEEDS

WABE benefits

WABE offers all of its employees an attractive salary and additionally offers its teaching staff an array of tailored benefits within its own 'cafeteria system', such as a subsidised HVV local public transport card, company sports, a health card tailored to the employees' specific needs including special services, and subsidised day care centre services to accommodate their own young children.

For the purposes of health management, WABE offers its employees company sports opportunities in the form of **running workouts** and **yoga sessions**.

Employees can also attend regular vocational training, English courses and, if required, coaching and supervision sessions at our WABE International Academy.

Annual kick-off event

Employee appreciation is something which is very important to us. As an expression of its gratitude and in recognition of all the hard work the employees put in, the management invites the staff to an annual kick-off event that features a lavish buffet and the opportunity to dance into the early hours.

WABE Education Network



wabe-academy.de



isceducation.de



isceducation.de



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