



Gifts, Rewards, Favouritism and Exclusion Policy:

It is important that staff understand perception relating to the giving of gifts or rewards to children and the receiving of gifts from children or their parents/carers. Caution should be exercised when considering accepting gifts and gifts must never be accepted if the act or gift could be construed as a bribe or lead the parent/carer to expect preferential treatment.

On occasion, children or parents/carers may want to express their appreciation through a small gift, for example, at the end of the year or at Christmas. This type of gift is usually acceptable but should not be of any significant value. It is, however, unacceptable to receive gifts on a regular basis. It is also not recommended to give personal gifts to children or parents/carers as this could be misconstrued as an attempt to bribe or groom a child or expect a favour in return.

Rewards given to students should be strictly in accordance with agreed practice, should always be recorded and should be consistent with Ducklings Childcare Ltd's behaviour policy. Gifts must never be based on favouritism. When selecting or excluding children for specific privileges or activities, staff should exercise care in order to avoid perceptions of favouritism. Staff should:

- Be aware of all relevant policies including 'Behaviour Management' and 'Attendance and Punctuality';
- Not accept inappropriate gifts of any significant value and should declare this to senior management and recorded;
- Only give gifts to children as part of an agreed reward system or ensure if insignificant gifts are given, they are given to all children;
- Agree with more than one other staff member when deciding on pupil selection processes and;
- Ensure that they do not behave in a manner which could be deemed as either favourable or unfavourable to individual children.