

## **Gifts, rewards, favouritism and exclusion**

Forces usually have policies in place regarding the giving of gifts or rewards to cadets and the receiving of gifts from them or their parents/carers and staff should be made aware of and understand what is expected of them.

Leaders need to take care that they do not accept any gift that might be construed as a bribe by others, or lead the giver to expect preferential treatment.

There are occasions when parents/carer wish to pass small tokens of appreciation to leaders e.g. at “Christmas” or as a “thank-you” and this is usually acceptable but should be recorded. However, it is unacceptable to receive gifts on a regular basis or of any significant value.

Similarly, it is inadvisable to give such personal gifts to cadets or their families. This could be interpreted as a gesture either to bribe, or groom. It might also be perceived that a ‘favour’ of some kind is expected in return.

Any reward given to a cadet should be in accordance with agreed practice, consistent with the Force’s or setting’s behaviour policy, recorded and not based on favouritism.

Leaders should exercise care when selecting cadets for specific activities, jobs or privileges in order to avoid perceptions of favouritism or injustice. Similar care should be exercised when cadets are excluded from an activity. Methods of selection and exclusion should always be subject to clear, fair, agreed criteria.