

## **Receiving Gifts and showing Favouritism**

### **Definition and Legal Status**

Favouritism is when someone in a leadership position shows excessive and unjustifiable favour for certain people over others. This can mean that they treat them better, consider them over others for promotions, overlook their mistakes or grant them more responsibilities. A personal relationship or other connection between the leader and their favourites often causes favouritism.

### **National VPC Statement**

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.

### **Find Related Guidance**

[The Equality Act 2010](#) - Legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations