



1st Place Gifts Policy – Parent Version

We understand that during the time that your child is at a 1st Place nursery, you will develop a bond with your child's Key Person and other members of the 1st Place team. Parents often wish to show their appreciation of the positive experience that they and their child have, through the sharing of gifts. While staff and 1st Place as an employer welcome this recognition, due to the close nature of the relationship between child and Key Person in early years education, avoiding significant individual gifts ensures professional boundaries and perceived preferential treatment.

We also recognise that our community is diverse in numerous ways, where for some, the giving of gifts to people significant in their lives is within cultural norms. However, this diversity is also reflected in the financial capabilities of our families, due to numbers of dependents, disability, ill health and consistent employment. Without setting parameters for gift giving, expectations could be unintentionally set, both for the giver and the recipient, which cannot be met by all.

It is for this reason that we request that parents and carers at 1st Place use the following guidelines when considering offering gifts to staff.

A 'gift' is generally any item or service that is received free of charge, but also includes any goods or services that a member of staff is offered at a discounted rate or on terms not available to the general public.

Staff can accept small token gifts (defined as having a value of up to £10.00) which should be declared to their Line Manager. Gifts of this nature do not need to be recorded in the 1st Place gifts register. Examples include small tokens of thanks from parents or children.

Individual staff are not permitted to receive cash in any form including gift vouchers.

Individual staff and the Director will consider the appropriateness of any gift that is more than just a token (defined as having a value of more than £10.00).

Gifts that could benefit the wider staff team will be considered on a case by case basis by the Director.

1st Place accepts donations to support the charitable aims of the organisation, and this can be done through the 1st Place website.