

IMPACT ALTERNATIVE LEARNING GIFTS & HOSPITALITY POLICY – FULL INSPECTION VERSION

1. POLICY STATEMENT

Impact Alternative Learning is committed to ensuring the highest standards of integrity, safeguarding, transparency and professional conduct across all areas of its provision. Staff must not accept gifts, hospitality or inducements that could influence, or be perceived to influence, their professional judgement. This policy forms part of a wider safeguarding culture and is critical in maintaining public trust, ensuring fairness, and protecting both staff and pupils from risk. Failure to comply with this policy may result in disciplinary action and, where appropriate, referral to external agencies.

2. ETHICAL EXPECTATIONS

All staff are expected to act with honesty, integrity and professionalism at all times. This includes avoiding any situation where personal benefit could conflict with professional duty. Staff must consider not only whether their actions are appropriate, but whether they could be perceived as inappropriate by others, including parents, inspectors or the wider public. The highest standard of conduct is expected at all times.

3. SAFEGUARDING LINK

Gift giving and hospitality can be indicators of grooming, boundary crossing or inappropriate relationships. Staff must remain vigilant to patterns of behaviour that could indicate risk, including repeated gifts, targeted gifts or secrecy. Any concern must be reported immediately to the Designated Safeguarding Lead and handled in line with safeguarding procedures.

4. ALCOHOL – CONTROLLED ACCEPTANCE

Alcohol may be accepted only under strictly controlled conditions. It must be a one-off gesture from a parent or carer, of low monetary value, and must not create any obligation or expectation. Alcohol must never be consumed on site, during working hours, or in the presence of pupils. All alcohol gifts must be recorded in the gifts register and reviewed for patterns. Any concern regarding frequency or intent must be escalated to senior leadership.

5. ACCOUNTABILITY AND RECORDING

All gifts and hospitality must be declared and recorded where required. Failure to declare a gift may be treated as a breach of policy. The gifts register will be monitored regularly and reviewed as part of safeguarding and governance oversight. Transparency is essential in maintaining trust and accountability.

ADDITIONAL GOVERNANCE DETAIL

Impact Alternative Learning ensures that all aspects of gifts and hospitality are monitored, reviewed and audited. Leaders will carry out regular checks, staff will be trained, and any concerns will be escalated appropriately. This ensures compliance with safeguarding, financial regulations and professional conduct expectations.

Area	Control
Gifts	Must be declared
Hospitality	Must be approved
Alcohol	Strict conditions
Safeguarding	DSL escalation

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