**12.3 Anti-bribery Policy**

Legislation

The Bribery Act 2010 creates a new offence which can be committed by an organisation

which fails to prevent persons associated with them from committing bribery on its behalf

but only if that person performs services for you in business. It is unlikely that the

organisation will be liable for the actions of someone who simply supplies goods to you.

At Checkendon Pre-School C.I.O we have adopted this policy to ensure that we have adequate procedures in place that are proportionate to the bribery risks we face.

It is our policy to conduct all of our business in an honest and ethical manner. We take a

zero-tolerance approach to bribery and corruption and are committed to acting

professionally, fairly and with integrity in all our dealings wherever we operate. We are also

committed to implementing and enforcing effective systems to counter bribery.

**What is a bribe?**

A bribe is a financial or other advantage offered or given:

- to anyone to persuade them to or reward them for performing their duties improperly or;

- to any public official with the intention of influencing the official in the performance of

his/her duties.

**Gifts and hospitality**

A ‘gift’ is defined as any item, cash, goods, or any service which is offered for personal

benefit at a cost, or no cost, that is less than its commercial value.

You should consider the following if a gift is offered:

• Whether it is appropriate to accept it:

• Decline gifts unless to do so would cause serious embarrassment; and

• Discuss the position with the manager or owner if the gift clearly has a value in

excess of £25

Parents may wish to thank Pre-School staff for looking after their children with Christmas gifts or gifts when the child leaves the Pre-School. This is perfectly understandable. Each staff member is reasonable for deciding if this gift is appropriate to accept and if it should be

shared with the wider team. If in any doubt discuss this with the manager.

Checkendon Pre-School C.I.O will not accept gifts from service providers. This may be deemed as a bribe to maintain a contract. The Pre-School will remain transparent and open at all times.



## Further guidance

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**Bribary Act 2010**: https://www.legislation.gov.uk/ukpga/2010/23/contents