



The Levels Academy Trust

Raising Aspirations, Realising Potential TOGETHER

Gifts, Hospitality and Anti-Bribery Policy

Date adopted: 6 December 2018

Signature: _____

Review date: November 2019

The Levels Academy comprises four schools, namely:

Hambridge Primary School (including Little Levels Pre-School)

Huish Episcopi Primary School

Middlezoy Primary School

Othery Village School (including Hatchlings Pre-School)

This policy has been reviewed to cover each of the above schools.

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Statement of Intent

The Levels Academy Trust is committed to the highest ethical standards and acting with integrity in all business activities. This policy details the Academy's position on preventing and prohibiting bribery.

Bribery by, or of, employees, agents or consultants, or any person acting on behalf of the Academy will not be tolerated. The senior leadership team is committed to implementing effective measures to prevent, monitor and eliminate bribery.

Bribery and corruption by individuals is punishable by up to ten years' imprisonment and the Academy could face an unlimited fine and serious damage to its reputation. Therefore, The Levels Academy Trust takes its legal responsibilities very seriously.

The purpose of this policy is to:

- Establish the responsibilities of the Academy in observing and upholding our position on bribery and corruption.
- Provide information and guidance to Academy staff on how to recognise and deal with bribery and corruption concerns.

This policy covers all individuals working for The Levels Academy Trust at all levels (whether permanent, fixed-term or temporary), and includes governors, volunteers, agents and any other person associated with the Academy (known throughout the policy as employees).

1. The Bribery Act 2010

1.1. The Bribery Act 2010 came into force on 1 July 2011. It covers bribery and corruption in business activities in the UK and overseas. Under the Bribery Act 2010, a bribe is a financial or other type of advantage offered with the intention of inducing or rewarding improper performance of a function or activity, or knowledge or belief that accepting such a reward would constitute the improper performance of such a function or activity.

1.2. A criminal offence will be committed under the Act if:

- 1.2.1. An employee or associated person acting for, or on behalf of the Academy, offers, promises, gives, requests, receives or agrees to receive bribes.
- 1.2.2. An employee or associated person acting for, or on behalf of the Academy, offers, promises or gives a bribe to a public official with the intention of influencing that official in the performance of his/her duties.
- 1.2.3. And, in either case, the Academy does not have the defence that it has adequate procedures in place to prevent bribery.

2. Unacceptable practice

- 2.1. It is not acceptable for employees to:
 - 2.1.1. Give, promise or offer a payment, gift or hospitality, with the expectation or hope that an advantage for The Levels Academy schools will be received or to reward an advantage already received.
 - 2.1.2. Give, promise or offer a payment, gift or hospitality to a government official, agent or representative to facilitate or expedite a routine procedure.
 - 2.1.3. Accept payment from a third party if they know or suspect that it is offered with an expectation of a business advantage in return.
 - 2.1.4. Threaten or retaliate against another worker who has refused to commit a bribery offence or who has raised concerns under this policy.
 - 2.1.5. Engage in any activity that may lead to a breach of this policy.

3. Acceptable practice

- 3.1. This policy does not prohibit normal and appropriate hospitality (both given or received), if the following requirements are met:
 - 3.1.1. It is not made with the intention of influencing a third party to obtain or retain business or a business advantage, or to reward the provision or retention of business or a business advantage, or in exchange for favours or benefits.
 - 3.1.2. It is given in The Levels Academy Trust or The Levels Academy Trust School's name, not in the individual's.
 - 3.1.3. It complies with local law.
 - 3.1.4. It does not include cash or a cash equivalent i.e. vouchers, gift certificates.
 - 3.1.5. It is appropriate in the circumstances i.e. the giving of small gifts at Christmas time.
 - 3.1.6. The type and value of the gift is reasonable given the reason the gift is offered.
 - 3.1.7. It is given openly, not secretly.
 - 3.1.8. Gifts should not be offered to, or accepted from, government officials or representatives without the prior approval of the School Headteacher.
- 3.2. The advice of The Levels Academy Trust is to, in all circumstances, consider whether the gift or hospitality is reasonable and justified and to consider the intention behind the gift.

4. Charitable donations

- 4.1. Charitable donations are considered to be part of the Academy's wider purpose. The Academy schools may also support fundraising events involving employees. The Academy schools only makes charitable donations that are legal and ethical. No donation must be offered or made in the Academy School's name without the prior approval of the Headteacher.

5. Reporting suspected bribery

5.1. Employees are encouraged to raise concerns about any suspicion of bribery or corruption at the earliest possible opportunity. Issues that should be reported include:

5.1.1. Any suspected or actual attempts at bribery.

5.1.2. Any concerns that an employee may be in receipt of bribes.

5.1.3. Any concerns that an employee may be offering or delivering bribes.

5.2. All concerns should be reported following the procedure set out in the Academy's Whistleblowing Policy.

5.3. All reports of bribery will be investigated thoroughly and in a timely manner by the appropriate member of the senior leadership team and in the strictest confidence. Employees are required to assist in any investigation into possible or suspected bribery.

5.4. Employees who raise concerns in good faith will be supported by the Academy and the Academy will ensure that they are not subjected to any detrimental treatment as a consequence of their report. Any instances of detrimental treatment against an employee for reporting a suspicion will be treated as a disciplinary offence.

6. Following investigation

6.1. The Academy will invoke disciplinary procedures where any employee is found guilty of bribery and this may result in a finding of gross misconduct and immediate dismissal. The Academy may terminate the contracts of any associated persons, including consultants or other workers acting for, or on behalf of the Academy, who are found to have breached this policy.

7. Record keeping

7.1. The Levels Academy schools keep financial records and has appropriate internal controls to provide evidence for the business reasons for making payments to third parties. Employees must make the Headteacher aware of all hospitality or gifts received or offered over the value of £20, these will be subject to managerial review.

7.2. All invoices, accounts and related documents should be prepared and maintained with the highest accuracy and completeness. No accounts may be kept "off-book".

8. Monitoring and review

8.1. The Levels Academy Trust has delegated the monitoring of this policy to the Trust Board

8.2. The policy will be reviewed annually.