

Bribery Act Statement (Schools) 2010

The UK Bribery Act 2010 came into force on the 1 July 2011. Its requirements apply to all businesses and to all employees (permanent, temporary or on contract) in all jurisdictions, regardless of local law and culture, who are engaged on behalf of all Blackburn with Darwen Borough Council schools.

For the purposes of this Act, bribery is defined as the giving or taking of a reward in return for acting dishonestly and/or in breach of the law. The Act modernises the law on bribery and makes it a criminal offence to:

- offer or receive bribes;
- bribe foreign public officials in order to obtain or retain business or an advantage in the conduct of business;
- Fail to prevent bribery on behalf of a commercial organisation.

All schools within Blackburn with Darwen Borough Council are committed to applying the highest standards of ethical conduct and integrity in its activities and considers that bribery and corruption has a detrimental impact on business. Every employee and individual acting on the school's behalf is responsible for maintaining the school's reputation and for conducting company business honestly and professionally.

The school does not tolerate any form of bribery, whether direct or indirect, by, or of, its employees, officers, agents or consultants or any persons or companies acting for it or on its behalf.

Any breach of the School's commitment to the Bribery Act by an employee will be dealt with in accordance with the School's Disciplinary Policy and will be treated as grounds for disciplinary action, which may result in a finding of gross misconduct and immediate dismissal. Employees and other individuals acting for the school should note that bribery is a criminal offence that may result in up to 10 years' imprisonment and/or an unlimited fine for the individual and an unlimited fine for the school.

The success of the school's anti-bribery measures depends on all employees, and those acting for the school, playing their part in helping to detect and eradicate bribery.

Therefore, all employees and others acting for, or on behalf of, the school are encouraged to report any suspected bribery in accordance with the procedures set out in the Whistleblowing Policy. The school will support

any individuals who make such a report, provided that it is made in good faith.

Further Advice

If managers require any general advice regarding the application of policy and guidance, please contact your HR provider. If schools require specific guidance or a LA view on any aspect of policy and guidance they may contact the LA who will be happy to provide advice.

Schools LNJCC: 11th March 2020