

ANTI-BRIBERY POLICY

Policy Statement

Employees and agents of the Service must not engage in activities that amount to bribery. They must report bribery or attempted/suspected bribery.

What we mean by the term “Bribery”

Whilst the Bribery Act 2010 (the Act) contains detailed information about the offences relating to bribery, in general terms it is:

“Giving someone a financial or other advantage to encourage that person to perform their functions and activities improperly or to reward that person for having already done so”.

What are the Offences?

The Act includes offences concerned with bribing another person and with being bribed (in other words the giving of and acceptance of a bribe). These apply to individuals.

The Service can also be prosecuted for the offence of failing to prevent bribery (by its staff, or agents).

What we do to avoid Bribery

The Service has a clear Anti-Bribery Policy (this document) which is brought to the attention of all employees and agents.

The Service’s Anti-Bribery Policy is reflected in corporate documents so that there is a consistent message about bribery.

There is commitment to avoid bribery from Members and officers (the Chief Fire Officer is the senior officer with responsibility for this Policy).

What we expect of employees and agents

If an employee, or agent of the Service becomes aware of circumstances which cause them concern, they should report the matter to:

- Chief Fire Officer **and Chief Executive**
- **Director of Governance and Commissioning** ~~Head of Legal & Democratic Services~~ (Monitoring Officer)
- **Treasurer** ~~Head of Finance~~ (Section 151 Officer)

Alternatively they should use the Whistleblowing Procedure.

What we will do about suspected Bribery

The Service will ensure that any allegations of bribery are thoroughly investigated (involving the Police as appropriate).

Should there be weaknesses in any systems and/or processes which come to light as a result of a report of suspected bribery, or proven bribery, then changes will be made, as necessary, to avoid future problems. Employees and agents will be dealt with appropriately in cases of proven bribery.

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