

IWADE PARISH COUNCIL
ANTI-BRIBERY AND CORRUPTION POLICY

1. Policy Statement

Iwade Parish Council is committed to conducting its business fairly, honestly and openly, and to maintaining the highest standards of integrity and accountability. The Council adopts a zero-tolerance approach to bribery and corruption and is committed to complying fully with the Bribery Act 2010.

The Council expects all councillors, employees, contractors, volunteers and anyone acting on its behalf to act professionally, impartially and with integrity at all times.

2. Scope of the Policy

This policy applies to:

- All elected members of Iwade Parish Council
 - The Clerk and all employees
 - Contractors, consultants, suppliers and service providers
 - Volunteers and anyone acting on behalf of the Council
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3. Relevant Legislation

This policy is based on and complies with:

- Bribery Act 2010
 - Local Government Act 1972
 - Localism Act 2011
 - Accounts and Audit Regulations 2015
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4. What Is Bribery?

Bribery is the offering, promising, giving, requesting or accepting of a financial or other advantage to induce or reward improper performance of a function or activity.

Examples include (but are not limited to):

- Offering money, gifts or hospitality to influence a decision
 - Accepting gifts or hospitality that could reasonably be perceived as influencing a decision
 - Offering contracts or favourable treatment in return for personal benefit
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5. Prohibited Conduct

The Council strictly prohibits:

- Giving or receiving bribes
 - Accepting inducements, rewards or facilitation payments
 - Improper use of Council position for personal gain
 - Any behaviour that could reasonably give the appearance of bribery or corruption
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6. Gifts and Hospitality

- Gifts or hospitality must never be offered or accepted where they could influence, or be perceived to influence, Council business.
 - Modest and reasonable hospitality (e.g. refreshments at meetings) may be acceptable.
 - All offers of gifts or hospitality must be declared in the Council's Register of Interests or Gifts and Hospitality Register, where required.
 - Gifts of cash or cash equivalents must never be accepted.
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7. Responsibilities

Councillors

- Must comply with this policy and the Council's Code of Conduct
- Must declare interests and gifts/hospitality as required
- Must report any concerns about bribery or corruption

Clerk to the Council

- Is responsible for implementing and monitoring this policy
- Ensures appropriate financial controls are in place

- Maintains registers of interests and gifts/hospitality
- Reports serious concerns to the appropriate authorities

Contractors and Suppliers

- Must comply with this policy and the Bribery Act 2010
 - May have contracts terminated if bribery or corruption is suspected or proven
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8. Financial Controls

The Council will maintain effective financial controls to prevent bribery and corruption, including:

- Separation of duties
 - Proper authorisation of expenditure
 - Transparent procurement procedures
 - Accurate record-keeping
 - Regular internal and external audit
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9. Reporting Concerns (Whistleblowing)

Anyone who becomes aware of or suspects bribery or corruption must report it promptly to:

- The Clerk to the Council, or
- The Chair of the Council (if the concern relates to the Clerk)

Reports will be treated confidentially where possible and without fear of retaliation.

10. Investigation and Sanctions

- Allegations will be investigated promptly and fairly.
- Breaches by employees may result in disciplinary action, up to and including dismissal.
- Breaches by councillors may result in referral under the Code of Conduct or to external bodies.
- Serious matters may be reported to the police or other authorities.

11. Training and Awareness

The Council will ensure that councillors and employees are aware of this policy and understand their responsibilities under it.

12. Monitoring and Review

This policy will be reviewed regularly and at least every four years, or sooner if legislation or best practice changes.

13. Adoption

This policy was adopted by Iwade Parish Council at a meeting held on:

Date: 11.02.2026

Date of review: 11.02.2028

Date: _____

Signature: _____

Role: _____