

Abacus Nursery - 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.

There is full defence if it can be shown that there are adequate procedures and risk assessments in place to prevent bribery.

At Abacus Nursery we have adopted this policy to ensure that we have adequate procedures in place that are proportionate to the possible 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.

Our staff will consider the following if a gift is offered:

- Whether it is appropriate to accept it?
- If by declining the gift you could cause upset or 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 nursery staff for looking after their children with Christmas gifts or gifts when the child leaves the nursery. As a setting (if asked) we encourage our parents to give gifts that are suitable for sharing. However where personable gifts are given staff, they would where possible be shared (all staff play apart in a child's welfare) if this is not possible each case would be dealt with individually by management.

The nursery will not accept gifts from service providers that are recognised as a bribe to maintain a contract. The nursery will remain transparent and open at all times.