



Anti-Bribery Policy

April 26

Date Approved by The Board of Trustees	26.03.27
Effective period	1st April 26 – 31st March 27
Reviewer	N Jones
Date of Review	March 2026
Next Review Due	March 2027

Anti-Bribery Policy

Introduction

Bribery is a serious criminal offence and corrupt acts expose the employer and its employees to the risk of prosecution, fines and imprisonment, as well as endangering the reputation of the Hereford Marches Federation of Academies. HMFA is committed to the prohibition of such conduct. This is not just a cultural and moral commitment on the part of the organisation; it is a legal requirement.

Policy

HMFA has a strict anti-bribery and corruption policy in line with the Bribery Act 2010.

A bribe is defined as: giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so.

- a) If you bribe, or attempt to bribe, another person, intending either to obtain or retain business for HMFA, or to obtain or retain an advantage in the conduct of the company's business, this will be considered gross misconduct.
- b) Similarly, accepting or allowing another person to accept a bribe will be considered gross misconduct.

In these circumstances you will be subject to formal investigation under HMFA disciplinary procedures and disciplinary action, up to and including dismissal, may be applied.
