



Essex County Council

Anti Bribery and Corruption Policy

March 2025

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Introduction

The Bribery Act 2010 was enacted to enable robust action to be taken against such activity. Essex County Council is committed to protecting the public purse and the services it provides from being abused. We have a zero-tolerance approach towards bribery and promote the prevention, deterrence and detection of bribery.

What is bribery?

Bribery is defined as the offering, giving, receiving or soliciting of any item of value to influence the actions of an official or other person in charge of a public or legal duty. The act of bribery is the intention to gain a personal, commercial, regulatory or contractual advantage. Bribery is a criminal offence.

Facilitation payments

Facilitation payments are unofficial payments made to public officials in order to secure or expedite actions. These are not tolerated and are illegal.

Policy Statement

Essex County Council is committed to the prevention, deterrence and detection of bribery.

Essex County Council commits to:

- Training all employees –as part of the induction process and refresher training as required.
- Making all employees aware of their responsibilities, via e-learning modules and to adhere strictly to this policy at all times
- Encouraging its employees to be vigilant and to report any suspicions of bribery, providing them with suitable channels of communication and ensuring sensitive information is treated appropriately.
- Provide information to all employees to report breaches and suspected breaches of this policy.
- Rigorously investigating instances of alleged bribery and assisting police and other appropriate authorities in any resultant prosecution.
- Taking firm and vigorous action against any individual(s) involved in bribery.
- Include appropriate clauses in contracts to prevent bribery and deal with the consequences if it occurs.

Objective of this policy

This policy provides a clear and consistent framework for employees of Essex County Council to ensure compliance with the law. This policy details the types of offences within the Bribery Act 2010 and in conjunction with related policies and key documents provides guidance to staff and members should they identify a potential offence.

This policy does not change our Gifts and Hospitality policy or the ECC Member Code of Conduct. All staff must comply with the Officer Gifts and Hospitality Policy. All Members must comply with the ECC Member Code of Conduct.

Scope of this policy

This policy applies to all of Essex County Council's activities and all personnel (permanent and temporary employees, agency staff, volunteers, consultants and Members).

HM Government published the UK Anti-Corruption Plan in December 2014, putting in place new arrangements requiring local authorities in England to adopt a Code of Conduct compliant with the seven 'Nolan' principles of standards of public life; selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

A new offence is created from September 2025 by the Economic Crime and Corporate Transparency Act 2023. The offence of 'failure to prevent fraud' aims to hold authorities to account for their measures to prevent fraud. An organisation may be criminally liable where an employee, agent, subsidiary, or other 'associated person', commits a fraud intending to benefit the organisation and the organisation did not have reasonable fraud prevention procedures in place.

All local authorities are also required by the Localism Act 2011 to put in place arrangements for investigating allegations that Members have failed to comply with the ECC Member Code. Failure to comply with the code could lead to the Member being censured. ECC have a Standards Sub-Committee that have put in place procedures and approved processes for investigating allegations relating to Members.

For partners, joint ventures and suppliers, we will seek to promote the adoption of policies consistent with the principles set out in this policy.

The prevention, detection and reporting of bribery, fraud and other forms of corruption are the responsibility of all those working for Essex County Council or under its control. All staff are required to avoid activity that breaches this policy.

The Council requires that all employees and members:

- raise concerns as soon as possible if it is believed or suspected that a conflict with this policy has occurred, or may occur in the future.
- act honestly and with integrity at all times and safeguard Essex County Council's resources for which they are responsible
- comply with the spirit, as well as the letter, of the laws and regulations of all jurisdictions in which the Essex County Council operates, in respect of the lawful and responsible conduct of activities.

As well as the possibility of civil and criminal prosecution, employees breaching this policy will face disciplinary action, which could result in dismissal in cases of gross misconduct.

Key points of the Bribery Act 2010

There are four key offences under the Act:

Section 1 - Bribing Another Person:

This section makes it an offence when a person:

- Offers, promises or gives a financial or other advantage to another person and intends the advantage to induce a person to perform improperly a relevant function or activity or to reward a person for the improper performance of such a function or activity; or
- Offers, promises or gives a financial or other advantage to another person and knows or believes that the acceptance of the advantage would itself constitute the improper performance of a relevant function or activity.

Section 2 - Being Bribed:

This section makes it an offence when a person:

- Requests, agrees to receive or accepts a financial or other advantage intending that, in consequence, a relevant function or activity should be performed improperly
- Requests, agrees to receive or accepts a financial or other advantage and the request, agreement or acceptance itself constitutes the improper performance of the person of a relevant function or activity
- Requests, agrees to receive or accepts a financial or other advantage as a reward for the improper performance of a relevant function or activity; or
- In anticipation of or in consequence of the person requesting, agreeing to receive or accepting a financial or other advantage, a relevant function or activity is performed improperly.

Section 6 - Bribery of foreign public officials:

Under this section an offence is committed where a person:

- Intends to influence a foreign official in their official capacity and intends to obtain or retain business or an advantage in the conduct of business; or
- Offers, promises or gives any financial or other advantage to a foreign public official.

Section 7 - Failure of commercial organisation to prevent bribery:

A relevant commercial organisation is guilty of an offence:

- If a person associated with the organisation bribes another person intending to obtain or retain business for the organisation or to obtain or retain an advantage in the conduct of business for the organisation and the organisation fails to take reasonable steps to implement adequate procedures to prevent such activity.

Key Terms

This section provides clear definitions of essential terms used in the Bribery Act 2010, such as 'commercial organisation' and 'adequate procedures.' It also references the six principles set out by the Department of Justice, which are crucial for understanding the policy and ensuring compliance with the Act.

Is ECC a 'commercial organisation'?

Essex County Council is a commercial organisation for the purposes of the Bribery Act 2010.

What are 'adequate procedures'?

In the first instance it is for each organisation to determine procedures which it considers proportionate. Ultimately, if bribery occurs, a court will decide whether the procedures are adequate.

In determining procedures we need to have regard to the following six principles which are set out in guidance produced by the Department of Justice:

Proportionate procedures

An organisation's procedures to prevent bribery by persons associated with it are proportionate to the bribery risks it faces and to the nature, scale and complexity of the organisation's activities. They are also clear, practical, accessible, effectively implemented and enforced.

Top level commitment

The top-level management (be it a board of directors, the owners or any other equivalent body or person) are committed to preventing bribery by persons associated with it. They foster a culture within the organisation in which bribery is never acceptable.

Risk Assessment

The organisation assesses the nature and extent of its exposure to potential external and internal risks of bribery on its behalf by persons associated with it. The assessment is periodic, informed and documented.

Due diligence

The organisation applies due diligence procedures, taking a proportionate and risk based approach, in respect of persons who perform or will perform services for or on behalf of the organisation, in order to mitigate identified bribery risks.

Communication (including training)

The organisation seeks to ensure that its bribery prevention policies and procedures are embedded and understood throughout the organisation through internal and external communication, including training that is proportionate to the risks it faces.

Monitoring and review

The organisation monitors and reviews procedures designed to prevent bribery by persons associated with it and makes improvements where necessary.

Essex County Council is committed to proportional implementation of these principles.

Penalties and Debarment

This section outlines the penalties for individuals such as fines and/or imprisonment and the potential consequences for companies, including debarment from public contracts.

Public contracts and failure to prevent bribery

Under the Procurement Act 2023 contracting authorities are restricted from awarding contracts to excluded suppliers.

Penalties

An individual guilty of an offence under sections 1, 2 or 6 is liable:

- On conviction in the magistrates' court, to imprisonment for a maximum term of 12 months (six months in Northern Ireland), or to a fine not exceeding £5,000, or to both
- On conviction in a crown court, to imprisonment for a maximum term of ten years, or to an unlimited fine, or both.

A person guilty of an offence under section 7 is liable on conviction on indictment to a fine.

With regards to elected members, in accordance with section 80 of the Local Government Act 1972, a person shall be disqualified for being elected or being a member of a local authority if he has, within five years before the day of election or since his election, been convicted in the United Kingdom, the Channel Islands or the Isle of Man of any offence and has had passed on him a sentence of imprisonment (whether suspended or not) for a period of not less than three months without the option of a fine.

Raising a Concern

This section explains how to safely and confidentially report any suspicious activity related to bribery or corruption. It outlines the responsibilities of staff, the support available for those who raise concerns, and the procedures for reporting and investigating issues.

How do I raise a concern?

Essex County Council ensures that all of us have a safe, reliable, and confidential way of reporting any suspicious activity. We want each and every member of staff to know how

they can raise concerns.

We all have a responsibility to help detect, prevent and report instances of bribery. If you have a concern regarding a suspected instance of bribery or corruption, please speak up – your information and assistance will help. The sooner you act, the sooner it can be resolved.

Employees who raise concerns or report wrongdoing (e.g. that they have been offered a bribe or who have been asked to bribe a third party) can understandably be worried about whether there will be repercussions. We aim to encourage openness and will support anyone who raises a genuine concern in good faith under this policy, even if those concerns turn out to be mistaken.

We are committed to ensuring nobody suffers detrimental treatment through refusing to take part in bribery or corruption, or because of reporting a concern.

There are multiple channels to help you raise concerns. These are set out in the Council's [Whistle-blowing Policy](#)

We have clearly defined procedures for investigating fraud, misconduct and non-compliance issues and these will be followed in any investigation of this kind. This is easier and quicker if concerns raised are not anonymous as enquiries can be made to ensure the allegation is correctly interpreted.

What should you do if someone reports a concern to you?

Senior officers in the service that has been affected by suspected fraud or corruption are should request the guidance and assistance of the Counter Fraud Team who have specialist skills and experience in investigating fraud or corruption.

The Head of Assurance or the Counter Fraud Manager must be told about any suspected irregularities immediately when they become apparent and may instruct the Counter Fraud Team to investigate further if necessary.

Head of Assurance

- Name: Paula Clowes
- Telephone: 03330 321474
- Email: paula.clowes@essex.gov.uk

Counter Fraud Manager

- Name: Karen Bellamy
- Telephone: 03330 138420
- Email: karen.bellamy@essex.gov.uk

Further Support

If you have any questions about these procedures, please use the following resources:

Contact

If you have any questions about these procedures, please contact Karen Bellamy (Counter Fraud Manager) on 03330 138420.

Counter-Fraud Intranet Page

Our [intranet page](#) contains helpful guidance around these topics and our wider policy suite.

Useful Links

- [The Bribery Act 2010](#)
- [The Bribery Act statutory guidance](#)
- [Provide](#) - Guidance published by Protect (formerly Public Concern at Work), a charity which aims to provide support in this area.
- [Department for Business Innovation and Skills](#) - (blowing the whistle to a prescribed person)
- [HM Government UK Anti- Corruption Plan](#)
- [Gifts and Hospitality Policy](#)
- [Officers and Members Code of Conduct](#)

Version Control

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alternative formats, on request.

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