

accepted.

Offers that are small or of token value are generally acceptable. Larger offers may be acceptable if agreed in advance with the CEO or Chair of the Board. We do not accept any offer which may seem to encourage us to make a certain decision or behave in a certain way. We do not accept gifts of money, or any goods or services offered by suppliers who are involved in a live procurement process.

If you are offered a gift or hospitality, you should refer to the [Gifts and Hospitality Procedure](#) in case you need to decline it, report it



This Policy complies with the following legislation:

- [Public Interest Disclosure Act 1998](#)
- [Enterprise and Regulatory Reform Act 2013](#)
- [Bribery Act 2010](#)
- [Charities Act 2011](#)

This Policy should be read in conjunction with the following Activate Learning Policies and Procedures:

- [Grievance Procedure](#)
 - [Risk Management Policy](#)
 - [Asset Transfer Procedure](#)
 - [Safeguarding and Child Protection Policy](#)
 - [Staff Disciplinary Procedure](#)
 - [Conflicts of Interest for Staff Procedure](#)
 - [Conflicts of Interest for Governors Procedure](#)
 - [Gifts and Hospitality Procedure](#)
 - [Governor Expenses Procedure](#)
 - [Bribery and Corruption Procedure](#)
 - [Fraud Response Procedure](#)
 - [Whistleblowing Procedure](#)
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