



Anti-Bribery and Anti-Corruption Policy

1. Policy Statement

The ITP Support Association is committed to conducting its activities with integrity, honesty, and transparency. We have a zero-tolerance approach to bribery and corruption and are committed to acting professionally and fairly in all our relationships and dealings.

2. Purpose

The purpose of this policy is to:

- Comply with the Bribery Act 2010;
- Prevent bribery and corruption in any form;
- Protect the reputation and integrity of the charity.

3. Scope

This policy applies to:

- Trustees and employees;
- Volunteers and contractors;
- Consultants, agents, and partners acting on behalf of the charity.

4. What is Bribery?

Bribery is offering, giving, receiving, or soliciting anything of value to influence the actions of another person in an improper way.

Examples include:

- Giving cash or gifts to secure a contract or donation;
- Offering excessive hospitality to gain favour;
- Receiving rewards for awarding a grant or partnership.

5. Prohibited Conduct

No trustee, employee, or volunteer shall:

- Offer, give, request, or accept a bribe;
- Authorise or condone corrupt behaviour;
- Make facilitation payments;
- Conceal or disguise the true purpose of any payment.

6. Gifts and Hospitality

Reasonable and proportionate hospitality may be offered or accepted only if:

- It is not intended to influence a decision;
- It is approved and recorded in the charity's Gifts and Hospitality Register;
- The value is modest (normally under £50).

MEDICAL ADVISORY PANEL

UK: Prof. A.C Newland; Dr A.B. Provan; Dr W Lester; Dr J Thachil; Dr N. Cooper Dr J Grainger; Dr M Richards; Dr C Bagot, Dr V McDonald,
Ireland: Dr G Crotty **USA:** Prof. S Cataland; Dr C Neunert, Prof D Kuter,



7. Responsibilities

- Trustees: Ensure policy oversight and monitoring.
- Staff & Volunteers: Comply with this policy and report any concerns.
- Finance Officer: Maintain records and ensure transparency in transactions.

8. Reporting Concerns

Any suspected bribery or corruption must be reported immediately to the Chief Executive or the Chair of Trustees.

Reports will be handled confidentially and investigated promptly.

Whistleblowers will be protected under the charity's Whistleblowing Policy.

9. Record Keeping

All transactions, expenses, and decisions relating to donations, grants, or procurement must be recorded accurately in accordance with the charity's financial policies.

10. Training

Trustees, staff, and volunteers will receive regular training on anti-bribery and corruption compliance.

11. Review

This policy will be reviewed annually or following any change in law or guidance from the Charity Commission.

Signed:

Chair of Trustees

Date: 12th November 2025

Approved by the Board of Trustees: [12th November 2025]

Next Review Date: [Date + 1 year]

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