



400 YEARS OF EXCELLENCE

Anti-Fraud Policy

Policy approval date	June 2026
Policy review date	June 2027
Policy Lead	Matt Botheras
Governor or SLT approval	SLT
Governor committee responsible for policy	Finance

(The following refers to Richard Hale School, hereafter referred to as the School)

Background.

The UK public sector maintains high standards of probity and has a good reputation for protecting the public purse. The School shares these high standards and reputation and is committed to protecting public funds entrusted to it so that the maximum amount of resources can be used for their intended purpose.

As part of the School's commitment to protecting public funds and to make the most efficient and effective use of resources it is responsible for, it is essential that the risk to the School of financial loss due to fraud, corruption and financial impropriety are minimised.

Commitment.

The School is committed to ensuring that its stakeholders have complete confidence that its affairs are conducted in accordance with the highest standards of probity and accountability. As part of this commitment the School is committed to combating fraud, corruption and other financial impropriety (e.g. theft) wherever it may arise in relation to any of the School's activities or services and, in achieving this aim, realises this involves any Governor or employee, or any other third party associated with the School's activities.

Standards

The School expects Governors and employees to demonstrate the highest standards of honesty, probity, openness and integrity in the discharge of their functions. This includes:

- Compliance with appropriate legislation, codes of conduct, schemes of delegation, terms and conditions, standards of professional bodies and any other standards, guidelines or instructions which are relevant to the particular service or activity
- Providing a framework within which counter fraud arrangements will flourish, and
- Promoting an anti fraud and corruption culture within the School

Likewise, the School expect that all external individuals and organisations that it deals with, e.g. suppliers, contractors, parents and members of the public will act with honesty and integrity and without thought or actions involving fraud, corruption or financial impropriety. In such relationships the principles outlined in the policy must be applied. Where external third parties become aware of fraud and corruption they should report their concerns promptly to the School.

Implementation

The School is committed to establishing and maintaining effective arrangements to prevent fraud, corruption and financial impropriety. It recognises, however, that these cannot always be prevented and so effective arrangements have been established to detect, report and investigate all incidents or situations where they are suspected.

The School is committed to creating and maintaining an anti fraud and corruption culture which promotes the highest standards of conduct and which enables Governors, employees and other external parties to express concerns and suspicions without fear of repercussion or intimidation and in the knowledge that the information will be treated confidentially and will be investigated fully and rigorously. This includes established reporting arrangements through the whistle blowing policy.

The School will not tolerate dishonesty on the part of any Governor, employee or any person or organisation involved in any way with the School. Where fraud or corruption is detected the School will rigorously pursue appropriate action against the persons concerned including legal and/or disciplinary action, and wherever possible and deemed appropriate, will take action to recover any losses suffered.

The School is committed to working constructively with the police and other relevant agencies in relation to the combating of fraud, corruption and financial impropriety within the School or within the wider public sector.

Awareness

The School will seek to ensure that its stance on anti fraud and corruption is widely publicised both internally and externally to the School. All Governors, employees and other associated bodies/persons with whom the School conducts its business will be appropriately briefed as to this policy.

This policy will be reviewed annually.