



Background

The United Kingdom public sector maintains high standards of probity and has a good reputation for protecting the public purse. SEAX Academy Trust Directors share these high standards and reputation and is committed to protecting the public funds entrusted to it so that the maximum amount of resources can be used for their intended purpose.

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

Commitment

The Board is committed to ensuring that the affairs and business of the academy are conducted in accordance with the highest standards of probity and accountability. As part of this commitment, the Board is committed to combating fraud, corruption and other financial impropriety (e.g. theft) wherever it may arise in relation to any of the academy's activities or services, and, in achieving this aim, realises this involves any Director, employee or Academy appointed worker, or member of the public or any other third party associated with the Academy's activities.

Standards

The Board expects Directors, its employees and any school appointed worker 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, Delegation Scheme, Conditions of Service, standards of appropriate professional bodies, and any other standards, guidelines or instructions which are relevant to that particular service or activity,
- Providing a framework within which counter fraud arrangements will flourish, and
- Promoting an anti-fraud and corruption culture.

Likewise, the Board expects that all external individuals and organisations that it deals with e.g. suppliers, contractors, partners, service providers, parents and members of the public etc., will act with honesty and integrity and without thought or actions involving fraud, corruption or financial impropriety. In such relationships the principles outlined in this Policy must be applied. Where external third parties become aware of any fraud and corruption they should report their concerns promptly to the Academy or the DfE.

Implementation

The Board is committed to establishing and maintaining effective arrangements to prevent fraud, corruption and financial impropriety. The Board 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 Board is committed to creating and maintaining an anti-fraud and corruption culture which promotes the highest standard of conduct and which enables Directors, employees and any Academy appointed workers 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 Academy's Whistle-blowing Policy.

The Board will not tolerate dishonesty on the part of any Director, employee or academy appointed worker or any person or organisation involved in any way with the academy.

Where fraud or corruption is detected the academy 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 Board is committed to working constructively with the police and other relevant agencies in relation to combating fraud, corruption and financial impropriety within the academy or within the wider public sector.

Awareness

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

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