



# Anti-Fraud Policy

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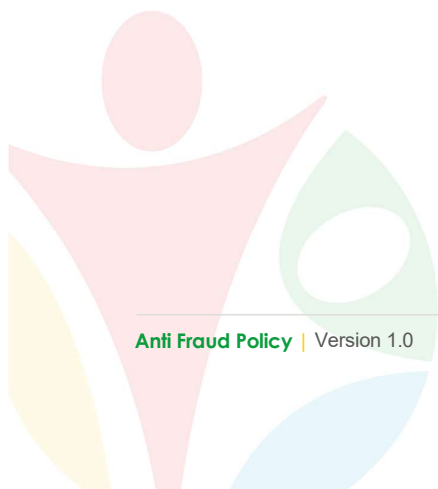


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## Policy Statement

The Trust is committed to ensuring that it demonstrates the highest standards of business conduct and that it maintains an honest and open environment within the Trust and its Academies. It is also committed to promoting an anti-fraud culture, the prevention and detection of fraud and irregularity and the investigation of any such cases. Any apparent fraud or financial irregularity will be investigated and appropriate disciplinary action will be taken where there is evidence of such. The recovery of money/assets from individuals found to be guilty of participating in fraudulent activity will be pursued (through formal criminal and civil action where appropriate). All staff have a duty to:

- protect the assets of the Trust and its Academies
- report all reasonably held suspicions of fraud or irregularity
- cooperate with any investigation.

The following definitions are useful to assist the understanding of this policy:

## Fraud

Fraud is the deliberate use of deception and dishonesty to deprive, disadvantage or cause a loss or the risk of loss (usually financial) to another person or party.

Under the Fraud Act 2006, the offence of fraud can be committed in one of three ways:

- by false representation
- by failing to disclose information; or
- abuse of position.

In each case, the perpetrator's conduct must be dishonest and his/her intention must be to make a gain or cause a loss or the risk of a loss to another (no gain or loss needs actually to have been made).

The Fraud Act 2006 also introduced other new offences such as:

- possession, making or supplying articles for use in frauds
- obtaining services dishonestly with intent to avoid payment.

## Theft

Theft is dishonestly appropriating property belonging to another with the intention of permanently depriving the other of it.

## Bribery

The Bribery Act 2010 introduces four offences:

- **The offence of bribing another person.** This can occur where a person offers, promises or gives a financial or other advantage to another individual to perform improperly a relevant function or activity.
- **The offence of being bribed.** This is where a person receives or accepts a financial or other advantage to perform a function or activity improperly.
- **Bribery of a foreign public official.** This is where a person directly or through a third party offers, promises or gives any financial or other advantage to a foreign public official in an attempt to influence them.
- **A corporate offence of failure to prevent bribery.** A commercial organisation could be guilty of bribery where a person associated with the organisation, such as an employee, agent or even a sub-contractor, bribes another person intending to obtain or retain business for the organisation.

## Corruption

The offering, giving, soliciting or acceptance of an inducement or reward that may influence the actions of any person. Both parties are equally guilty of an offence.

## Other Irregularities

Other irregularities could apply to the Trust as well as individual academies, and includes:

- failure to observe the Trust's Financial Regulations, policies and procedures
- breach of our Funding Agreement with the ESFA
- breach of the requirements of The Academy Trust Handbook
- spending grant income in ways inconsistent with the purposes for which it was intended.

## Deterrence

Prosecution is a particularly effective deterrent because of the risk of a custodial sentence and a criminal record. However, the threat of prosecution only deters if the threat is real.

It is therefore Trust policy that any fraud will be reported to the Police or other investigative agencies, irrespective of the status of the individual.

The Trust will also undertake disciplinary action, and reserves the right to take legal action.

## Prevention

### Risks

Examples of common types of internal fraud are documented in Appendix 2 of the CIMA document; Fraud Risk Management: a guide to good practice).

[https://www.cimaglobal.com/Documents/ImportedDocuments/cid\\_techguide\\_fraud\\_risk\\_management\\_feb09.pdf](https://www.cimaglobal.com/Documents/ImportedDocuments/cid_techguide_fraud_risk_management_feb09.pdf)

The largest irregularities in educational establishments typically have involved regular misappropriations over a period of years. The three areas most vulnerable to fraud in schools are cash handling, cheque handling and the operation of the purchase ledger. The misuse of information technology is also a major risk and one that is potentially growing in importance with the increase in technology. The importance of publically reported statutory information to educational establishments is significant and therefore this area could be susceptible to fraud.

The Trust operates a Risk Management process, and the identification of fraud risk is an integral part of this process. In assessing the level of fraud risk the Trust refers to ESFA guidance such as

<https://www.gov.uk/guidance/academies-guide-to-reducing-any-risk-of-financial-irregularities>

### Procedures/systems to deal with risks

Fraud can be minimised through carefully designed and consistently operated management procedures, in particular the financial policies and procedures within the Trust's Financial Regulations. The Trust will ensure that management procedures for the Trust and within Academies, as described below, are effective and that staff receive training in their operation:

- segregation of duties and appropriate oversight in the use of financial systems
- clear roles and responsibilities, with set levels of authority for authorising transactions
- system protection with electronic access restrictions to prevent the possible misuse of information technology.

### Leadership

Key determinants of the standards of behaviour in any organisation will be the standards observed by senior members of staff and the policies and approach to their enforcement promoted by senior staff.

The Trust Board and its sub-committees and Trust Directorate, should ensure that their behaviour is always demonstrably selfless, impartial and consistent with the public service values of probity and accountability.

## Employee Screening

Potential new members of staff will be screened before appointment, particularly for posts with financial responsibility. For example:

- Identity and right to work checks are made
- References should cover a reasonable, continuous period and any gaps should be explained
- An official employer's reference should be obtained
- Offers of appointment to be made subject to receipt of satisfactory references and any doubts about the contents of the reference should be resolved before confirming the appointment. If this is done by telephone, a written record of the discussion should be kept to comply with employment law
- Essential qualifications and DBS checks are made.

Recruitment procedures require that members of recruitment panels will declare any relationships or connections with candidates prior to their involvement with the process.

## The Role of Independent Review

### Internal Assurance Team

Internal Assurance may provide independent assurance on the processes and controls put in place by management to prevent or detect fraud and irregularity or to manage the risk of fraud and irregularity.

Members of the Trust Directorate, with the requisite skills and expertise, may also provide advice on, lead or conduct special investigations into suspected fraud, irregularities, misconduct or alleged impropriety. Fraud investigations should not be undertaken without the requisite skills, knowledge and expertise as this may compromise a fraud investigation or a criminal case.

### External Audit

The External Auditors provide independent oversight of the financial controls and activities within the Trust and its Academies as part of their work in auditing the year- end financial statements.

### Education Skills Funding Agency (ESFA)

The ESFA carry out periodic funding audits and financial management reviews. They also conduct or commission investigations into suspected fraud and irregularity and they publish reports on the outcome of such investigations.

## Detection

### Internal Management Systems

Effective management systems are imperative if fraud is to be detected rapidly; the systematic review of every transaction minimises the risk of processing an irregular transaction. Detective checks and balances must be designed into systems and applied consistently. This includes segregation of duties, reconciliation procedures and review of management accounting information.

### Internal or External Audit Reviews

The work of internal and external auditors or inspectors may result in the detection of suspected fraud and irregularity or may suggest improvements in controls to help prevent and detect any irregularities.

### Reporting Suspected Fraud and Irregularity

If an individual has genuine reason to suspect that fraud or irregularity is taking place (or has taken place), they are expected to bring this to the attention of the Trust authorities in one of the following ways:

- reporting suspicions to a Senior Manager, Trust Director, or the Chief Executive as appropriate;
- reporting suspicions using the Trust’s Whistleblowing Procedure

### Potentially Suspicious Behaviour

Staff members who have committed serious financial irregularities may attempt to conceal this by taking few holidays, regularly working alone, late or at weekends, being resistant to delegation or resenting questions about their work. The ESFA ‘Fraud Indicators’ document may be helpful to refer to where concerns may exist. If in doubt, staff members should report their suspicions anyway, provided they are supported by at least one piece of reliable information or evidence and they are made in good faith.

## Response

### Acting on the suspicions – what to do and not to do:

Where staff have raised concerns or reported their suspicions to senior management:

Do	Do Not
<p><b>Be responsive to staff concerns</b></p> <p>The Trust expects all managers to encourage staff to voice any reasonably held suspicion as part of developing an anti-fraud culture.</p> <p>Managers should treat all staff concerns seriously and sensitively.</p>	<p><b>Ridicule suspicions raised by staff.</b></p> <p>The Trust cannot operate effective anti-fraud and whistleblowing policies if staff are reluctant to pass on their concerns to management. All staff concerns should be given a fair hearing. In addition, staff should be reassured that they will not suffer recrimination as a result of raising any reasonably held suspicion</p>



<p><b>Note details</b></p> <p>Note all relevant details. Get as much information as possible from the reporting staff member. If the staff member has made notes, obtain these also. In addition, note any documentary evidence which may exist to support the allegations made, but do not interfere with this evidence in any way.</p>	<p><b>Approach or accuse any individuals directly.</b></p>
<p><b>Evaluate the allegation objectively</b></p> <p>Before taking the matter further, determine whether any suspicions appear to be justified. Be objective when evaluating the issue.</p> <p>Consider the facts as they appear, based on the information to hand.</p>	<p><b>Try to investigate the matter yourself.</b></p>
<p><b>Advise the appropriate person</b></p> <p>If a suspicion is justified, deal with the matter promptly as any delay may cause the Trust to suffer further financial loss. Full details should be recorded and reported in line with section 4.3 above and in all cases involving suspected fraud or financial crime the Chief Executive Officer should be informed.</p>	<p><b>Convey your suspicions to anyone other than those with the proper authority.</b></p>

### Investigation of Suspected Fraud and Irregularity

In order to protect the Trust and those accused of suspected fraud and irregularity, initial enquiries may be made to decide whether an investigation is appropriate and, if so, what form it should take. In cases of suspected fraud or financial crime, an initial strategy meeting should take place at the earliest opportunity to determine the initial response. This should usually involve the Chief Executive and members of the Trust Directorate. However, exactly who is involved will depend on the particular case.

Each case will be different and the approach taken will be dependent upon the circumstances, nature and seriousness of the allegations and the potential remedies being sought. The course of action to be taken is likely to be one or more of the following:

- an investigation may be conducted by management, the Executive Team, or through the disciplinary process
- referral to the police or other investigative agencies
- referral to an appropriate professional body
- referral to the external auditor
- referral to the ESFA Investigations Team.

Where a decision is made to investigate the matter internally, the case will be referred to an individual, an Investigating Officer, appointed by the Chief Executive, who has the appropriate expertise and seniority to plan and undertake the preliminary fact finding and/or formal investigation(s). It is critical that any investigation is conducted in a professional manner, in accordance with relevant procedures, e.g. whistleblowing procedure, disciplinary procedure(s) and investigation practice guidance as appropriate.

The purpose of an investigation is to establish the facts associated with the concerns or allegations in order to determine whether or not there is a case to answer.

The Investigating Officer should adopt a holistic approach examining the case from all angles, collecting evidence from management, employee and organisational perspectives. The Investigating Officer should interview all relevant people and analyse any related documentation in order to determine the facts and relevant mitigating circumstances.

Some investigations (e.g. involving fraud or financial crime) may require the use of technical or specialist expertise in which case an internal or external specialist may be employed as the Investigating Officer or to contribute to the investigation.

Chief Executive will normally inform the Chair of the Trust Board and the Chair of the Finance, Risk and Audit Committee that an investigation is taking place.

The Investigating Officer should, where possible, quantify any potential or actual financial loss and ensure that steps are taken at an early stage to prevent further loss occurring.

Where the case is sufficiently serious, an individual who is accused of fraud or irregularity may be suspended, with or without pay, while an investigation is under way, in accordance with the Trust's disciplinary procedures. The Trust's Human Resource Manager should be consulted before any such action is taken. It should be noted that suspension is a neutral act intended to facilitate enquiries, protect the Trust and the individual(s) involved and does not imply any presumption of guilt.

If the individual under suspicion is to be suspended the timing of suspension should be carefully planned. The suspect should be approached unannounced. They should also be supervised at all times before leaving Trust premises. They should be required to reveal relevant computer passwords and not remove any records or data (either manual or on disk or electronically) from the premises. They should be allowed to collect personal property under supervision, but should not be able to remove any property belonging to the Trust. Any security passes and keys to premises, offices and furniture should be returned.

The IT Manager should be instructed to immediately withdraw access permissions to the Trust's computer systems.

The terms of suspension should prohibit staff from contacting colleagues about any work related matter without the written consent of the Chief Executive, Human Resource Manager, Chair of Board as appropriate. Should suspended staff breach the terms of suspension, this could be grounds for disciplinary action in its own right.

The Investigating Officer shall also consider whether it is necessary to investigate systems other than those which have given rise to suspicion, through which the suspect may have had opportunities to misappropriate the Trust's assets.

Any investigation will be carried out in accordance with the principles of natural justice and with due regard to the statutory rights of all individuals involved in the case. The Trust will take all reasonable measures to ensure that an investigation is concluded as quickly as possible.

If the decision is reached that there is a prima facie case to answer, the person or persons implicated should be informed of this, shown the supporting evidence and be offered an opportunity to respond as part of the investigation.

At the conclusion of the investigation, the Investigating Officer will produce an Investigation Report with details of the facts relevant to the case and the supporting evidence. This will enable the Trust to determine what, if any, disciplinary or other sanctions may be considered appropriate under the circumstances.

Internal investigations will be conducted in a manner which ensures that those involved in the investigation will be different from those who may be required subsequently to conduct any disciplinary proceedings.

If information was disclosed or reported by an individual(s) initially they will be kept informed of what action, if any, is to be taken. If no action is to be taken the individual concerned will be informed of the reason for this. However, any information relevant to an investigation of suspected fraud or financial crime must not be disclosed except for the purposes of the investigation or subsequent proceedings.

Should any officer responsible for this procedure be implicated in any way or have or be perceived to have any potential conflict of interest in an allegation of fraud or irregularity, he or she will not take part in the procedure, the role being taken by an appropriate alternative.

Senior management will establish and maintain contact with the police or other investigative agencies, where appropriate. The decision will be reported to the Chair of the Audit Committee and to the Chair of the Trust Board.

## Sanctions

Depending on the circumstances of each case, the outcome of an investigation and the materiality of the sums involved, the Trust may apply any or all of the following sanctions, as appropriate:

- disciplinary action in accordance with relevant disciplinary procedures (including referral to an appropriate professional body)
- civil proceedings
- criminal proceedings

In some circumstances, it may be appropriate for the Chief Executive to liaise directly or indirectly with the parties involved to seek a resolution (through negotiation). Should a satisfactory resolution not be attainable through these means, the alternative courses of action set out above may then be followed.

## Redress (Recovery of Losses)

The Investigating Officer shall, where possible, quantify the amount of any loss. The Chief Finance Officer, with the Chief Executive shall consider what redress is appropriate in each particular case.

Where a loss is considered to be significant, legal advice will be obtained without delay about the need to trace and/or freeze the suspect's assets through the court, pending conclusion of the investigation. Legal advice will also be obtained on the recovery of losses through the civil and criminal courts, or deducting losses from any salary payments outstanding, where the perpetrator is a member of staff and refuses repayment. The Trust would normally expect to recover costs in addition to losses.

An individual may, in the course of an investigation, offer to repay the amount that has been obtained improperly. The Investigating Officer should neither solicit nor accept such an offer (as it may be construed as having been obtained under duress). Any offer made should be recorded and the individual referred to the Chief Executive.

If an offer of restitution is made while disciplinary or legal proceedings are still under way, legal advice will be sought before such an offer is accepted.

In certain circumstances it may be possible, at the completion of the investigation, to make a claim against the Trust's insurance policy. The Chief Finance Officer and Investigating Officer should provide the insurers with any information that is required to substantiate a claim, or to support an attempt by the insurers to secure recovery from the perpetrator.

## Notifying the ESFA and External Auditor

The Academy Trust Handbook includes a requirement that:

"The Trust must notify the ESFA of any instances of fraud, theft and/or irregularity exceeding £5,000 individually or £5,000 cumulatively in any financial year. Any unusual or systematic fraud, regardless of value, must also be reported."

The ESFA reserves the right to conduct or commission its own investigation into actual or potential fraud, theft or irregularity.

At an appropriate point in time, the Chief Executive will notify the ESFA and/or the Trust's External Auditors, where appropriate. They will also formally notify the Audit Committee and Trust Board.