



Ravensbury Community School
Anti-Fraud and Corruption Policy

1. Purpose

Ravensbury Community School has a zero tolerance approach to fraud and illegal activity. This Anti Fraud and Corruption policy describes our overall approach to combating fraudulent activity against the School and sits above related anti fraud policies and procedures which form part of the Manchester City Council approach to managing the risk of fraud.

2. Key Principles

The school is committed to ensuring that the people of Manchester can have complete confidence that the affairs of the school are conducted in accordance to combating fraud and corruption wherever it may arise in relation to any of the school's activities or services and involving any employees, stakeholders of the school or members of the public or other third parties.

The school expects employees to demonstrate the highest standards of honesty and integrity. This includes compliance with appropriate legislation, employee codes of conduct, financial regulations, conditions of service, standards of appropriate professional bodies, and any other standards, guidelines or instructions which are relevant to the particular service or activity.

The school is committed to establishing and maintaining effective arrangements to prevent fraud and corruption. The school recognises, however, that fraud and corruption cannot always be prevented and so effective arrangements have been established to detect and investigate all incidents or situations where fraud and corruption is suspected. These arrangements are contained within the detailed procedural guidance which should be read in conjunction with this policy.

The school will not tolerate dishonestly on the part of any of the employees or stakeholders of the school or any persons or organisations 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 / or disciplinary action, including dismissal.

The school is committed to creating and maintaining an anti-fraud and corruption culture and this includes establishing arrangements which enable employees, or other persons to express concerns and suspicions without fear or repercussions or intimidation and in the knowledge that the information will be treated confidentially and will be investigated fully and rigorously.

The school is committed to working constructively with the police and other relevant agencies in relation to combating fraud or corruption within the school or within the wider community.

The school will seek to ensure that the school's stance on anti-fraud and corruption is widely publicised. All employees will be made aware of this policy.

The policy applies to employees and stakeholders of the school and is supported by procedural guidance, which details the systems and controls which staff must follow to enable the school to comply with its legal obligations.