

Anti-fraud and Corruption Policy

1 Introduction

Hampshire residents have the right to expect the highest standards of conduct from all County Council employees and Members. It is a relationship of trust, and if anyone breaks that trust, it damages public confidence in the whole Council. The Council takes this responsibility seriously and will not tolerate theft, fraud, corruption or wrongdoing, regardless of the perpetrator. All necessary action will be taken and the perpetrator will be dealt with in the strongest possible terms.

The Council believes strongly in the honesty and integrity of its Members and employees, but has a responsibility to protect the public funds that it administers. The Council is therefore determined to prevent, deter and detect all forms of fraud and corruption committed against it.

2 Responsibilities of Members, staff and outside bodies

The respective Codes of Conduct for Members and Officers govern standards of behaviour. The County Council expects that Members and Officers will lead by example and meet the highest standards of honesty, propriety, accountability and personal conduct at all times. The Council takes a serious view of incidents of fraud, theft, corruption or other irregular activity in the workplace or during working time. All cases will be investigated and appropriate action taken. This could result in dismissal and prosecution.

The Council also expects outside organisations and individuals to behave honestly and maintain the same high standard, especially those in receipt of money, grants or other resources. If fraud or other wrongdoing is discovered, the Council will take the necessary action to recover any losses and to prosecute where appropriate.

3 What to do if you think something is wrong

Staff who know, or, suspect that a colleague is committing an offence or breaking the Officers' Code of Conduct, must tell their line manager, personnel officer or the Chief Internal Auditor immediately. The Council will fully investigate all allegations made by any source.

The Council has set out its Whistleblowing procedure to enable employees to raise concerns outside of their normal management reporting lines. Every effort will be made to protect the informant's identity, where requested, when the informant is acting in good faith. Good faith in this case means that they believe the information to be true and are not acting maliciously or making false accusations to seek personal gain.

Where Members have concerns that an offence is being committed, this should be reported to the Chief Executive, Monitoring Officer, or the Chief

Internal Auditor. Any breach of the Code of Conduct by Members, must be reported to the Council's Standards Committee, who will decide whether to carry out an investigation.

4 Responsibility for the investigation of fraud and corruption

The responsibility for the investigation of fraud and corruption against the Council rests with the Chief Internal Auditor. The Chief Internal Auditor will notify the Chief Executive, the Treasurer and the Monitoring Officer of all serious allegations.

5 Anti-fraud and corruption strategy

The Council is committed to the prevention, deterrence and detection of theft, fraud and corruption. The measures adopted by the Council in pursuit of the aim is set out in detail in the Council's anti-fraud and corruption strategy.

The Audit Committee will keep this policy under review in order to take account of any changes in Council Policy and Government legislation. The effectiveness of this policy will be monitored through review of outcomes