

UK SPORT FIBS & HR AND DEVELOPMENT TEAMS	Document no: 3
POLICY ISSUE ANTI-FRAUD, ANTI-CORRUPTION AND ANTI-BRIBERY	ISSUE DATE November 2017
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1. Statement of Intent from UK Sport Chief Executive

As UK Sport’s Accounting Officer, I am responsible for ensuring that UK Sport handles its resources and conducts business with regularity and propriety¹. In line with this responsibility I aim to establish, communicate and maintain within UK Sport a culture of responsibility and compliance on anti-fraud, anti-bribery and anti-corruption affecting UK Sport’s business activities and minimise the risk of fraud, bribery and corruption. All of us must work together to ensure that we at UK Sport remain untainted by fraud, bribery or corruption. This policy is the core of that effort.

It is my personal responsibility and commitment to make sure we follow it. It has the full support of our Board and Audit Committee, but it needs the full support of you, our staff, to make it work. It is in all our interests and I am relying on you to give it that support.

2. Introduction

This policy sets out the steps all of us must take to prevent fraud, bribery and corruption in our business and to comply with relevant legislation and UK Sport’s requirements.

3. What are corruption, bribery and fraud?

Corruption

Corruption in the public sector can be defined as the abuse of power by an official (or any employee entrusted to carry out the functions of government, including contractors) for personal gain.

Bribery

UK Sport is subject to the Bribery Act 2010. Under the Act, it is illegal:

- to pay or offer to pay a bribe;
- to receive or agree to receive a bribe;
- to bribe a foreign public official;
- to fail to have adequate procedures in place to prevent bribery.

¹ These are obligations placed on the CEO as Accounting Officer under the Framework Document with DCMS page 6 paragraph 6 and HM Treasury’s Managing Public Money October 2009 page 17 paragraph 3 and box 3.1, see also Annexes 2.4 and

A bribe includes financial or other advantage such as gifts and hospitality, meals, entertainment or anything else of value or other advantage. An offence under the Bribery Act carries criminal penalties for individuals and organisations. For individuals, a maximum prison sentence of ten years and/or an unlimited fine can be imposed.

It does not matter whether the act is done directly or indirectly or whether the bribery occurs in the UK or abroad.

Fraud

Fraud is a wrongful or criminal deception intending to result in personal or financial gain. UK Sport is subject to the Fraud Act 2006 which creates a general offence of fraud and introduces three ways of committing it, namely.

- Fraud by false representation;
- Fraud by failure to disclose information when there is a legal duty to do so; and
- Fraud by abuse of position.

In each case:

- the persons conduct must be dishonest;
- 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 maximum sentence is 10 years' imprisonment.

Where the "person" in breach of the Act is a legal person (that is, a body corporate), those involved in its management who have consented to or connived in the offence are also guilty of the offence.

4. Who can be involved in fraud, bribery and corruption and in what circumstances?

Fraud, bribery and corruption may be committed by anyone including any of our staff or Board members. This is in addition to external parties such as our suppliers / contractors, agents authorised to act on our behalf (i.e. lawyers, accountants etc.) and bodies we fund i.e. NGBs' and athletes who for example, may seek to induce staff to adopt a more favourable position in key decision making processes.

5. Zero tolerance of fraud, bribery and corruption

Our position is simple: we conduct our business to the highest legal and ethical standards. As public sector employees we operate with honesty, impartiality and objectivity.²

² See page 30 paragraph 4.9.3 of HM Treasury Managing Public Money October 2007 and the Civil Service Code provided at Annex 4.2, see also the

We are committed to protecting public resources, revenue, assets and information from any attempt by **anyone** to gain any benefit by fraud, bribery and corruption. We will thoroughly investigate any report of fraud, bribery and corruption. All decision making at UK Sport adheres strictly to the principles of fairness, openness, equal treatment and non-discrimination.

We will not be a party to bribery or corruption in any form and maintain a zero-tolerance approach to fraud, bribery and corruption by our staff and expect the same of our external partners and third-party representatives.

6. Conclusion

This policy is taken very seriously. Our reputation comes from the way we act. Anyone who is guilty of fraud, bribery or corruption in any form will be subject to disciplinary action, which may result in suspension and/or termination of their employment.

If you believe that you have suffered detrimental treatment as a result of refusing to take part in bribery or corruption or because of reporting in good faith, you should inform the CEO / COO / Chair as you feel appropriate.