



Anti-Bribery, Corruption and Fraud

A. Background and Purpose

IBS is committed to maintaining the highest standards of integrity, probity and ethical conduct in all areas of its activities. The College conducts its affairs in a transparent and accountable manner and recognises its responsibility, as a higher education provider supported by student and public funds, to safeguard those funds and protect students, staff and other stakeholders from the risks associated with bribery, corruption and fraud.

The purpose of this policy is to prevent bribery, corruption and fraud by setting out clear standards of conduct, roles and responsibilities, and reporting mechanisms, and to ensure compliance with legal and regulatory requirements.

B. Policy Statement

IBS adopts a zero-tolerance approach to bribery, corruption and fraud. The College prohibits the offering, giving, solicitation or acceptance of any inducement or improper advantage and will take appropriate action where breaches are identified.

C. Scope and Application

This policy applies to all staff, governors and individuals or organisations performing services for or on behalf of IBS, including contractors, consultants and partners.

D. Roles and Responsibilities

The Board of Governors retains ultimate responsibility for ensuring effective arrangements to prevent bribery, corruption and fraud. The Audit & Risk Committee provides oversight and assurance. Operational responsibility for implementation rests with the Director of Governance, supported by senior management.

E. Reporting and Investigation

All suspected instances of bribery, corruption or fraud must be reported promptly in accordance with the College's Whistleblowing Policy. Disclosures will be investigated thoroughly, fairly and confidentially, and may be referred to external authorities where appropriate.

F. Monitoring and Review

This policy will be reviewed regularly to ensure ongoing effectiveness and alignment with legislation, regulatory expectations and sector good practice.

Reporting Routes

Concerns should be reported to the Director of Governance or via the Whistleblowing Policy. Where appropriate, matters may be escalated to the Audit & Risk Committee or external authorities.

Related Policies and Guidance

This policy should be read in conjunction with:

- Whistleblowing (Public Interest Disclosure) Policy
- Financial Regulations
- Staff Code of Conduct
- Procurement Policy
- Scheme of Delegation