

# Anti-Fraud, Bribery and Corruption Policy

## Policy Statement

This policy describes how we counteract fraud, bribery and corruption within Thames Valley Police (TVP) and the Office of the Police and Crime Commissioner (OPCC). It helps us to ensure that our actions can withstand scrutiny, and maintain the reputation and integrity of the OPCC and TVP. This policy applies to the PCC, all OPCC employees, all TVP employees, volunteers, commercial partners and all external persons with whom the OPCC and TVP conduct business.

## Culture and Approach

The PCC for Thames Valley and the Chief Constable of TVP are committed to a culture of honesty, integrity and propriety in the holding of public office and the use of public funds. Therefore, fraud, bribery and corruption are not tolerated. The Code of Ethics defines our expected standards of behaviour and the Professional Standards Policy sets out how we ensure adherence to these standards. Leaders model and communicate the importance of integrity and our legal and ethical requirements (e.g. Bribery Act 2010, Fraud Act 2006, Proceeds of Crime Act 2002, and the Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017).

## Governance and Processes

Fraud, bribery and corruption risks are mitigated through the Joint Corporate Governance Framework and corporate and local procedures, processes and controls, in particular the Financial Regulations and Financial Instructions. Employees are required to read, understand and follow the policies and guidance produced by the Finance and Professional Standards departments. Employees who do not comply risk disciplinary action being taken against them.

## Reporting

All employees of the OPCC and TVP, suppliers, contractors, service providers, commercial partners, members of outside bodies and members of the public are expected to raise any concerns. Examples of possible routes to raise issues are:

- Line management.
- TVP: Deputy Chief Constable, Chief Finance Officer or Head of Professional Standards.
- OPCC: Chief Executive, Chief Finance Officer (Deputy Chief Executive) or Chief Internal Auditor.
- Police Federation or trade union.
- Anonymous Integrityline (I-line).
- His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).
- Independent Office of Police Conduct (IOPC).

## Training & Communication

We have implemented a comprehensive approach to induction, training and guidance to support the success of the policy. This programme covers aspects of culture, fraud, bribery and corruption. This policy will be communicated on a regular basis to ensure staff awareness of the policy and its content.

## Joint Fraud Group

The Joint Fraud Group, between the OPCC and Force, exists to consider and manage fraud, bribery or corruption risk. This enables a consolidated response to and oversight of risk, feeding into the wider governance mechanisms where appropriate. The Fraud Group reviews this policy every two years.

Owner: Chief Finance Officer (Deputy Chief Executive)  
Policy Date: April 2026 / Policy Review Date: April 2028