

Criminal Corporate Offence Policy	P-10 This Policy should be read in conjunction with Safeguarding, Financial Authorisation, Equal Opportunities and Codes of Behaviour Policy
Version	V01
Date of Origin	01/08/2024
Responsible person	Director – Tristan Kluibenschadl
Review Date -	01/08/2026
Amendments	

Our commitment

At Stak.life CIC, we are committed to operating with transparency, accountability, and integrity. As a not-for-profit community interest company, our mission is to train, support, and empower neurodivergent people, their caregivers, educators, and organisations. In doing so, we uphold the highest standards to prevent the facilitation of tax evasion and other criminal corporate offences, in line with the Criminal Finances Act

1. Introduction

Stak.life CIC is committed to conducting its activities with the highest standards of integrity and accountability. This policy supports our mission to improve outcomes for neurodivergent people by ensuring our organisation operates ethically, transparently, and in full compliance with the law. As a not-for-profit training organisation, we take a zero-tolerance approach to the criminal facilitation of tax evasion or any other criminal corporate offence. We comply with the Criminal Finances Act 2017 and related legislation and operate with full transparency and due diligence in all our financial and operational dealings.

2. Our Business and Purpose

Stak.life CIC provides training to organisations and educators on neurodivergence, including topics such as inclusive classroom practices, understanding ADHD and autism in the workplace, and supporting neurodivergent learners. For example, we deliver interactive workshops on how to create sensory-friendly learning environments and how to adapt communication styles to better support neurodivergent individuals. We also deliver events and workshops for neurodivergent individuals and their caregivers, with the goal of improving outcomes for neurodivergent people.

3. Governance and Oversight

The organisation is overseen by four Directors. Finances are managed by the Finance Officer and overseen by the Board with unrelated signatories in place. We employ a chartered accountant who is responsible for maintaining accurate financial records, preparing statutory accounts, ensuring compliance with relevant tax and financial regulations, and providing independent financial oversight and advice to the Board. All volunteers undergo appropriate screening, including enhanced DBS checks where required.

4. Preventing Criminal Corporate Offences

Stak.life CIC has implemented the following safeguards:

- Due diligence procedures to identify and mitigate risks.
- Robust financial governance, including regular oversight and independent accountancy support.
- Training and awareness, particularly around tax evasion and financial crime, embedded in our culture.
- Whistleblowing procedures, encouraging staff, volunteers, and partners to report any concerns via our partnership with Itrust [Home - iTrust](#).

5. Risk Management We regularly review and assess areas of our business that could be exposed to the risk of criminal facilitation of tax evasion. These reviews are conducted annually by the Director responsible for compliance, in collaboration with the Finance Officer and our appointed chartered accountant, to ensure comprehensive oversight and proactive risk management. While the risk is considered low, due to the small number of personnel and the largely public sector clients and given that the charitable work is provided at low or no cost, we however remain vigilant and proactive in our mitigation efforts.

6. Reporting and Consequences

Breaches of our policies will be dealt with through the company's disciplinary procedures for staff and volunteers.

Anyone associated with Stak.life CIC found to be involved in the **facilitation of criminal offences** will be subject to disciplinary action and will be reported to the appropriate authorities.

7. Review and Updates

This policy will be reviewed bi-annually and updated as necessary to ensure ongoing compliance with legislation and best practice.

8. Reporting a Concern

If you believe that someone is breaching this or any other of Staklife's policies or is committing Criminal offences you should report this to your line manager, one of the directors, or use the iTrust application below. You can report it on the application anonymously if you so wish.



9. Other relevant Policies

- Safeguarding
- Financial Authorisation
- Equal Opportunities
- Codes of behaviour End

For any queries regarding this policy, please contact: info@stak.life

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