



DISCIPLINARY SCHEME OF THE INSTITUTE AND FACULTY OF ACTUARIES

Respondent: Andrew Blackburn
Membership Category: Chartered Actuary (Fellow)
Region: England, UK

DISCIPLINARY ORDER

This Disciplinary Order is in accordance with Rule 11 of the Disciplinary Scheme of the Institute and Faculty of Actuaries (“the Scheme”). The IFoA and the Respondent agree the Disciplinary Order as set out below.

In determining whether this matter was suitable for resolution by a Disciplinary Order, the Case Manager considered the criteria set out at Regulation 3 of the Disciplinary Order Regulations.

Allegation

The Respondent accepts the following Allegation:

- A1 On 8 January 2026, during his last week of a fixed-term contract with Company A, he sent documents containing Company A’s intellectual property to his personal email address.
- A2 His actions in A1 above were in breach of the integrity principle of the Actuaries’ Code (version 3.2).
- A3 His actions, in all or any of the above, constituted misconduct in terms of Rule 2.1 of the Disciplinary Scheme of the Institute and Faculty of Actuaries (Effective 1 August 2023).

Background

On 8 January 2026, during his last week of a fixed-term contract with Company A, the Respondent sent documents containing Company A’s intellectual property to his personal email address. The sending of the relevant emails was flagged by Company A’s Cyber Team. The Respondent deleted the emails and documents from his personal inbox in the presence of the Referrer on his last working day with Company A.

Outcome

The following outcome is applied in accordance with the Sanctions Guidance (1 August 2023).

The Respondent accepts the following outcome:

- A Reprimand

The following aggravating factors have been identified:

- The Respondent's actions were a breach of confidentiality and as a result, a breach of amplification 1.3 of the Integrity principle of the Actuaries' Code which states "*Members should respect confidentiality*".

The following mitigating factors have been identified:

- The conduct was a single act.
- The breach of confidentiality was limited in nature.
- The documents were not transmitted to a third party.
- The documents were deleted and were not used by the Respondent after leaving Company A.
- There was no financial, or other, gain to the Respondent.
- The Respondent has cooperated fully with the IFoA investigation and these proceedings and has shown insight and remorse.
- The Respondent has no previous disciplinary findings.
- The risk of repetition is low.

Costs

The following costs award is applied in accordance with the Costs Guidance (1 August 2023).

The Respondent accepts a fixed costs award of £300, payable to the IFoA within 28 days of the Disciplinary Order being accepted by a Disciplinary Orders Panel, unless the parties agree otherwise.

Publication

Having taken account of the Publication Guidance (1 August 2023), and the circumstances of this case, including the mitigating factors, this Disciplinary Order will be published on the IFoA's website, and the outcome will be recorded in the IFoA's Actuarial Member Directory, for one year. A summary will be published in the next available edition of The Actuary Magazine.

Disciplinary Orders Panel: Stewart Mitchell FIA C.Act (Actuary Member)
Pradeep Khuti (Lay Member)

Date Order Approved: 2 June 2026

Date of publication of Order: 3 June 2026