

## APPENDIX

### Equality Impact Assessment



**What are you assessing? Please tick the appropriate box below.**

Function	Strategy	Policy	Project	Other, please specify below
				The Herbert Norcross Scholarship Fund

<b>Service:</b> Finance	<b>Section:</b> Tax and Treasury Management
<b>Responsible Officer:</b> Jim Murphy	<b>Name of function/strategy/ policy/ project assessed:</b> Herbert Norcross Scholarship Fund
<b>Date of Assessment:</b>	
<b>Officers Involved:</b>	
<b>1. What is the purpose of the function/strategy/policy/project assessed?</b> <i>(Briefly describe the aims, objectives and purpose of the function/strategy/policy/project)</i>	
The Governing Scheme of the Trust dictates that the Charitable Trustee Committee must apply the income of the Trust in awarding scholarships or grants to young persons who have not attained the age of 30 years, who are resident in the area of the former Administrative County of Lancaster or the former County Borough of Rochdale and who have completed a course of study at any University, College or other place of further education approved by the members of the Charitable Trustee Committee. The scholarship or grant is awarded to enable the young person to travel, within the United Kingdom or abroad, to further their education or to enable them to attend a course at any educational establishment approved by the members of the Charitable Trustee Committee.	
<b>2. Who are the key stakeholders?</b>	
The key stakeholders are applicants to the fund/recipients of further education under 30 years of age, residing in the former Administrative County of Lancaster or the former County Borough of Rochdale. Members of the Rochdale Borough Council Charitable Trustee Committee.	
<b>3. What is the scope of this equality impact assessment? That is, what is included in this</b>	

<b>assessment.</b>
The whole fund is included in the assessment
<b>4. Which needs is this function/strategy/ policy/ project designed to meet?</b>
The financial needs of people under the age of thirty who have completed further education, but wish to continue their education
<b>5. Has a needs analysis been undertaken?</b>
No
<b>6. Who is affected by this function/strategy/ policy/ project?</b>
Anyone who has completed further education who is looking to complete another course of further education before they reach 30 years of age.
<b>7. Who has been involved in the review or development of this function/strategy/ policy/ project and who has been consulted? State your consultation/involvement methodology.</b>
The fund was set up based on the conditions contained in the will of the late Hebert Norcross.
<b>8. What data have you considered for this assessment and have any gaps in the data been identified. What action will be taken to close any data gaps?</b>
No data available
<b>9. Are there any other documents or strategies which are linked to this assessment? If so, please include hyperlinks to these documents below, where available.</b>
No
<b>10. What impact will this function/strategy/policy/project have on all the protected groups? This includes both positive and potentially negative impacts.</b>
<b>Race Equality</b>
None
<b>Disabled People</b>
None
<b>Carers</b>
None
<b>Gender</b>
None
<b>Age</b>
Negative - only people under the age of 30 can apply to the fund

<b>Armed Forces and Ex-Armed Forces Personnel</b>
None
<b>Sexual Orientation</b>
None
<b>Gender Reassignment</b>
None
<b>Religion or Belief</b>
None
<b>Pregnant Women or Those on Maternity Leave</b>
None
<b>Marriage or Civil Partnership</b>
None
<b>11. What are your main conclusions from this analysis?</b>
<b>12. What are your recommendations?</b>
<b>13. What actions are you going to take to address the findings of this assessment? Please attach an action plan including details of designated officers responsible for completing these actions.</b>