

Equality Analysis (EA)

Development & Alumni

Endowment Fund Policy

A. Policy/practice details

1. The title of the policy being analysed.

Endowment Fund Policy

2. Please explain the main purpose of the policy being analysed.

This policy gives guidance on the establishment and management of funds that are regarded as endowments so that the process through which new funds are established and existing funds are managed is clear and transparent, both internally and for donors who may be considering establishing such funds.

3. Who will be affected?

Donors are the main group who could be affected, others might include friends of the University, Council & Court members and staff.

4. Aspects of the policy that particularly impact on equality and diversity.

The policy reflects both University priorities and the interests of the donor (whether private individual, corporation, foundation or other organisation) irrespective of gender, race, disability or other protected characteristic.

B. Analysis

5. Please indicate evidence used and the process by which you have arrived at your conclusions.

To establish this policy we drew on best practice from CASE (Council for Advancement and Support for Education), the Institute of Fundraising and the Fundraising Standards Board's Codes of Practice.

We also consulted with fellow 1994 Group institutions to benchmark our policies, and consulted with our alumni advisory group, academics, and ultimately Finance Committee to ratify this policy.

6. Risk of adverse impact on protected groups.

	High impact	Medium impact	Low impact
Age			Low
Disability			Low
Gender			Low
Pregnancy/Maternity			Low
Race/ethnicity		Medium	
Religion/belief			Low
Sexual Orientation			Low
Transgender			Low
Marriage/civil partnership			Low

C. Mitigating potential adverse impact

7. Conclusions and recommendations for amendments to the policy/practice. *Please give an outline of the key actions based on any gaps, challenges, priorities and opportunities you have identified.*

An endowment is a capital fund that is invested for the long-term with the aim of the return on the capital providing a regular income stream to support the University's objectives. Funds are mostly established following the receipt of philanthropic gifts and may be designated to benefit academic or non-academic posts, students, programmes, physical space (buildings, facilities, grounds or portions thereof), or specific academic or non-academic departments, centres etc. They are typically named after the donor or a person the donor wishes to recognise. The policy reflects both University priorities and the interests of the donor irrespective of gender, race, disability or other protected characteristic.

No recommendations for amendments.

8. Timescale for implementation of changes or introduction of new policy.

No amendments are required.

D. Publication

9. Final reporter: Gavin Maggs, Director of Development & Alumni Relations

10. Date: 27 April 2012

11. Review date: 2015