

Mike Tinsley Fund Purpose and Criteria

1. The Trustees formally approve the revised purpose, eligibility criteria, and application process for the Tinsley Fund, as set out in the updated policy document below *“The Tinsley Fund – Purpose, Eligibility and Application Criteria”*.
2. The Trustees confirm that the revised framework:
 - Remains faithful to the original donor intent and memorial purpose of the fund
 - Supports the charity’s purpose of advancing education for the public benefit
 - Broadens eligibility in a controlled and transparent manner to better reflect current needs within the industry
3. The Trustees agree that the fund will provide grants of up to £1,000 to support training, education, and work-related development for individuals facing additional barriers, including (but not limited to) disability, health conditions, mental health challenges, and service-related transitions.
4. The Trustees approve the associated application process, assessment criteria, reporting requirements, and trustee decision-recording arrangements as appropriate and proportionate to the size of the fund.
5. The Trustees instruct that:
 - The revised criteria be published on the charity’s website
 - A short communications notice be issued to members and relevant stakeholders
 - Applications be managed in accordance with charity law and Charity Commission public-benefit guidance
6. The Trustees agree that the operation and effectiveness of the Tinsley Fund will be reviewed periodically to ensure it continues to deliver public benefit and remains aligned with the charity’s purposes.
7. That a selection panel be appointed of John Skelton (treasurer), Steve Gill (president-elect) and one other member to be agreed by the panel members to consider applications and make decisions on behalf of the Trustees as to whether to accept applications. This to be restricted to up to 5 awards per financial year. The Panel to report on number of awards made annually.

The Tinsley Fund

Revised Purpose, Eligibility & Application Criteria

1. Background and Purpose

The Tinsley Fund was established by Linde Refrigeration Ltd as a memorial to Mike Tinsley, a past member of the Institute, whose career exemplified professionalism, resilience, and commitment to developing others within the refrigeration industry.

Mike Tinsley lived with the long-term effects of polio and, despite significant physical challenges, built a successful career as an engineering manager for over 25 years. Through his determination, he inspired and supported many young engineers and technicians.

In keeping with this legacy, the Tinsley Fund exists to advance education and training for the public benefit by providing targeted financial support to individuals who face additional barriers to entering, remaining in, or progressing within technical and engineering careers.

2. Who the Fund Is For (Eligibility)

The Trustees welcome applications from individuals who meet all of the following core criteria and one or more of the additional criteria set out below.

Core Criteria (All Applicants Must Meet)

Applicants must:

- Be early-career or developing individuals, typically:
 - Young people entering the industry, or
 - Individuals retraining or returning to work
- Be seeking funding for training, education, or practical support that will improve their ability to work safely and effectively
- Become members if selected for a grant:
 - At any grade of member of the Institute, or
 - As a subscriber to the RACHP EngTech Section

Additional Criteria (One or More Required)

Priority will be given to applicants who face additional barriers, including but not limited to:

- Physical disabilities or long-term health conditions
- Learning differences or additional educational needs
- Mental health conditions that impact work or training, including PTSD
- Ex-service men and women, particularly those transitioning into civilian technical roles
- Individuals whose circumstances create a demonstrable disadvantage in accessing training or equipment

This broader scope reflects the Trustees' intention to ensure the fund remains relevant, inclusive, and impactful, while remaining true to its original purpose.

3. What the Funding Can Be Used For

Grants of up to £1,000 may be awarded and can be used for:

- Accredited or recognised training courses
- Practical training support
- Specialist tools or equipment required for training or employment
- Reasonable adjustments, assistive technology, or specialist support directly related to training or work readiness
- The first years membership fee or subscription to IOR at any grade

Funding must not be used for general living costs or purposes unrelated to education, training, or professional development.

4. Application Process

Applications may be submitted at any time and must be made in writing to the Trustees.

Each application should include:

- A statement submitted to ior@ior.org.uk (maximum 700 words or one page of A4) outlining:
 - The training or support requested
 - Why it is needed
 - How it will improve the applicant's skills, employability, or career progression
- A short personal or career background
- Supporting information where appropriate (e.g. course details, costs)
- A photograph of the applicant at work or in training (optional but encouraged)

The Trustees may request further clarification if needed to assess the application fairly.

5. Assessment and Award Criteria

Applications will be assessed by the **Selection Panel**, currently comprising:

- Steve Gill (Past IOR President)
- The IOR Honorary Treasurer
- + one other

Grants will be awarded based on:

- The likely impact of the funding on the applicant's training and career prospects
- The relevance of the request to the fund's purpose
- The clarity and realism of the proposed outcome
- Available funds

The Selection Panel may recommend that the Trustees award up to five grants per financial year, subject to fund availability.

6. Conditions of Award and Reporting

Successful applicants will be expected to:

- Use the grant solely for the approved purpose
- Provide evidence of expenditure (e.g. invoices or receipts)
- Submit a short follow-up report within an agreed timeframe outlining:
 - How the funds were used
 - The impact on their training or career development

This reporting helps Trustees demonstrate public benefit and ensure responsible stewardship of charitable funds.

7. Trustee Oversight and Governance

The Trustees are responsible for:

- Ensuring the fund is administered fairly, transparently, and in line with charity law
- Reviewing the effectiveness and relevance of the fund periodically
- Making reasonable adjustments to criteria where necessary to maximise public benefit while respecting donor intent