

Equality Impact Assessment

Impact Assessment Summary

Name of policy, function or service

**Equality and Diversity Strategy
Partial Impact Assessment**

Purpose and aim(s) of the policy, function or service

The purpose of this strategy is to articulate the Forestry Commission's approach to equality and diversity, and to demonstrate its commitment to delivering practical outcomes over the next five years.

- Aim 1: To recruit and employ more people from a diversity of backgrounds in order to make the Forestry Commission representative of the population of the areas where we operate
- Aim 2: To support our departmental policies, organisational objectives and operational practice by ensuring our equality and diversity policies allow all people irrespective of race, disability, gender, age, sexual orientation and religion and belief to have access to all our services.
- Aim 3: To improve our engagement with people from diverse backgrounds especially people in minority and under-represented groups.
- Aim 4: To articulate to our staff the business, moral and ethical case for equality and diversity in an easily accessible manner and to monitor and evaluate our progress by improving data quality, collection and analysis
- Aim 5: To go beyond fulfilling the Commission's general and specific duties and our responsibilities as a public body to become known as an exemplar employer and service provider within the rural industry sector in respect of equality and diversity.

Who will benefit mainly from this policy, function or service?

Forestry Commission customers and staff, particularly increased engagement with minority and under represented groups.

Information and Data (evidence) used

2007 England Public Opinion of Forestry
England Leisure Visits 2005
Survey of visitors to Forestry Commission Scotland forests (July 2006 – June 2007)

2000 Report Patricia Tomlin 'Professional Women Foresters in the Forestry Commission';
2001 Seminar The role of Women in the forestry sector in Europe and North America
FC Employment Monitoring Report 2008

Include information of evidence collected to undertake the impact assessment. This can be a summary of information or a comprehensive list. Include information on any consultations undertaken and the associated findings.

Summary of Impact

All positive impact, no negative aspects and no remedial action or justifications necessary.

Monitoring/Evaluation

Monitoring and annual analysis of employment data, looking at Gender, Race and disability applications and employment.

Analysis of visitor surveys, conducted biannually on behalf of the Forestry Commission.

2009 Forestry Commission staff Survey

Commissioning of research into barriers to engagement.

Review Strategy in 2011

Further Information

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