

# Forestry Commission Equality Impact Assessment Publishing Template

## Step 10

### **Name of policy, function or service**

Forestry Commission Competency Framework and Guide

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

The Competency Framework (CF) is intended to outline behaviours that are valued by the organisation. These behaviours will be used to assess suitability for all jobs in the Forestry Commission (FC) and is currently being used to assess strengths and development needs within the Management Development Programme. The CF will ultimately be used to assess staff performance. It is a way of further defining the FC values, so individuals can understand not only the task they are required to do, but also how they are to perform the task.

The aim of the CF is to establish standards of behaviour expected in the job; identify strengths and potential for progression; and identify needs for performance improvement.

Objectives:

- A common language across all parts of the organisation for describing effectiveness

Provide consistency and objectivity when assessing performance whether for selection or appraisal

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

The Competency Framework will benefit all current employees and any potential future employees in the following ways:

- The CF reinforces the corporate values
- It actively promotes equality and diversity, specifically within the 'work with other people' core competency
- The CF clarifies expectations of behaviour for all staff members, enabling fairness and objectivity

The flexibility of the CF in the use of 4 levels allows individual differences and roles to be incorporated

### **Information and Data (evidence) used**

- FC Equality and Diversity Stats - 30 June 2007

Gender: Male – 63%, Female 38%

Disability: 1%

Ethnic Origin: 2%

- Review of the Equality and Human Rights Commission web-site
- Representatives from our recognised trade unions were invited to comment on the Competency Framework and were also invited to attend workshops to discuss the introduction and implementation of the competency framework
- Consulted Munwar Hussain as a secondary viewpoint when assessing the equality impact for the CF

Referred to a recent report from the Equality and Human Rights Commission in Sep 07 "The Maintaining standards: Promoting disability equality" report. The report recommended "a robust framework of professional competence and conduct standards was the best way to achieve both protection of the public and the aspirations of disabled people to make their contribution to British life".

### Summary of Impact

The principal intention is to bring consistency and fairness to the FC's people management processes and procedures and to create an organisation in which people have an equal opportunity to work, develop, achieve job satisfaction and fulfil their potential.

The Competency Framework will have a positive impact on different groups as it will help to ensure that people are selected and performance managed based solely on ability to do the job and their level of competence

### Monitoring/Evaluation

There is a continuous improvement group in place with representatives from all areas of the business that meet on a yearly basis to review the competency framework to make recommendations regarding any changes to the CF. Feedback is requested from those involved in the recruitment and selection process as well as the management development programme and seeks to ensure continued relevance to the needs of the business.

The continuous improvement group will also include the equality impact as part of their agenda going forward.

### Further Information

N/A