

Gender Equality Scheme Monitoring Report

1 April 2008 to 31 March 2009

Introduction

The Forestry Commission

The Forestry Commission (FC) is the Government department responsible for the protection and expansion of Britain's forests and woodlands.

Forestry is a devolved subject and the FC answers separately to Ministers in England, Scotland and Wales. The Secretary of State for the Environment, Food and Rural Affairs has responsibility for forestry in England as well as certain activities such as international forestry affairs that remain reserved at Westminster. Scottish Ministers have responsibility for forestry in Scotland and the Welsh Assembly Government has responsibility for forestry in Wales. Therefore, the FC is responsible for advising Forestry Ministers within the Westminster Parliament, Scottish Parliament and National Assembly for Wales on forestry policy and for implementing the three separate forestry policy strategies across England, Scotland and Wales.

This devolved structure allows the FC to focus more clearly on delivering the policies of the individual Governments while still having the ability to take a GB-wide approach to 'cross-border' issues.

The FC has a Board of Commissioners with duties and powers prescribed by statute, consisting of a Chairman and up to ten other Forestry Commissioners, including its Director General, who are appointed by the Queen on the recommendation of Ministers. The Commissioners' programmes to deliver each country's forestry strategy are set out in Corporate Plans for England, Scotland and Wales. These programmes are directed and financed by the three administrations to which the FC is directly accountable.

The FC also has three executive agencies that work to targets set by Commissioners and Ministers:

- Public forests, woodlands and other lands in England and Scotland are managed by Forest Enterprise agencies on behalf of the FC in that country.
- Forest Research is a GB-wide agency that delivers high-quality scientific research and surveys, to inform the development of forestry policies and practices, and promote high standards of sustainable forest management.

Ministers have agreed that, whilst most of the FC's work is now done at country level, a number of the FC's functions would be funded directly by Westminster and operated on a cross-GB basis by Corporate and Forestry Support Division. In this GB role, the

FC provides advice and support to the UK Government and to the devolved administrations in Scotland and Wales on the standards for sustainable forest management and encourages good forestry practice. In addition, as the FC operates across GB, central support services such as HR are provided to the entire organisation on a GB basis.

The FC works with a whole range of partners from private sector landowners to sports clubs, local communities to national businesses, on a whole host of recreation, regeneration and educational schemes.

FC responsibilities span research, commercial timber production, sustainability programmes and policy, as well as learning and leisure.

The FC's goal is always to ensure that, at a practical level, Britain can use its forests to contribute positively to as many of the nation's needs as we can while sustaining this great resource for the future.

The Forestry Commission's Mission and Values

The FC's mission is to protect and expand Britain's forests and woodlands and increase their value to society and the environment.

The objective of the FC GB is to take the lead, on behalf of all three administrations, in the development and promotion of sustainable forest management and to support its achievement nationally.

We aim to be an organisation that values:

- **teamwork** - working as teams with colleagues and others to ensure that trees, woods and forests meet the needs of people in each part of Britain
- **professionalism** - enjoying and taking pride in our work, achieving high standards of quality, efficiency and sustainability
- **respect** - treating one another with consideration and trust, recognising each person's contribution
- **communication** - being open, honest and straightforward with colleagues and others, as willing to listen as to tell
- **learning** - always learning, from outside the Forestry Commission as well as from within
- **creativity** - not being afraid to try new ways of doing things.

Forestry Commission's People Strategy

Our People Strategy demonstrates our commitment to our staff and how it will attract, manage and develop them over the next three to five years.

The People Strategy outlines a fair and consistent approach in dealing with staff.

The People Strategy has the following high-level goals:

- to demonstrate excellence in the leadership and management of people
- to support people in their professional and personal development and improve organisational performance
- to maintain a safe and healthy environment and develop a diverse workforce
- to adopt people practices for the future, which support efficient and effective processes of delivery.-

The Gender Equality Duty

The Equality Act 2006 created what is known as the 'gender duty' on all public organisations and government departments.

The General Duty requires public bodies to:

- eliminate unlawful discrimination and harassment; and
- promote equality of opportunity between women and men.

To support progress in delivering the general duty there are the following specific duties:

- to prepare and publish a gender equality scheme, showing how we will meet our general and specific duties, and setting out gender equality goals in an action plan;
- in formulating overall goals, to consider the need to include objectives to address the causes of any gender pay gap that exists (such as occupational segregation and promotion rates);
- to assess the impact of current and proposed policies and activities on gender equality;
- to gather and use information on how our policies and practices affect gender equality in the workforce and in the delivery of services;

- to consult stakeholders (i.e. employees, service users, trade unions etc) in the development of the scheme and take account of relevant information in order to determine equality objectives;
- to implement the actions set out in the scheme within three years, unless it is unreasonable or impracticable to do so; and
- to report every year on progress and review the scheme at least every 3 years.

As part of the duty, public authorities are required to have due regard to the need to eliminate unlawful discrimination and harassment in employment and vocational training for people who have undergone, intend to undergo, or are undergoing, gender re-assignment.

Further, organisations covered by the duty are required to be pro-active in their Gender Schemes. They must demonstrate that they treat men and women equally rather than waiting to react to complaints of discrimination or harassment.

The FC's Gender Equality Scheme

The FC's first Gender Equality Scheme was published in April 2007 and is available [here](#). This outlines the FC's commitment to both the general and specific Gender Equality Duties.

The Scheme also outlines the details of how the FC will:

- address the requirements of the Gender Equality Employment Duties;
- provide services and initiatives that will embrace diversity and promote equality of opportunity; and
- meet both the general and specific duties of the Gender Equality Duty.

The FC's Gender Equality Monitoring Report for the period 1 April 2008 to 31 March 2009

The purpose of this report is to outline the progress made against the actions outlined in the Gender Equality Scheme, to provide annual monitoring statistics and analysis of the FC's staff and to highlight some examples of good practice through various initiatives undertaken during 2008-09.

The Gender Equality Monitoring Statistics

The FC's employment monitoring statistics are attached at Appendix 1 and comprise the following tables:

Tables will show Gender, FC Management Unit and staff in post at 31 March 2009*	
Table 1	All Staff in post at 31 March 2009
Table 2	Full time / part time
Table 3	Type of contract
Table 4	Pay Band (grade)
Table 5	Internal recruitment and promotion *during 2008/09
Table 6	External recruitment *during 2008/09
Table 7	Performance marking
Table 8	Internal training *during 2008/09
Table 9	External training *during 2008/09
Table 10	Leavers *during 2008/09
Table 11	Discipline *during 2008/09
Table 11a	Grievance *during 2008/09
Table 12	Work pattern

Forestry Commission Management Units	
England	staff working directly for Forestry Commission and Forest Enterprise England
Scotland	staff working directly for Forestry Commission and Forest Enterprise Scotland
Wales	staff working directly for Forestry Commission Wales
Forest Research	staff working directly for the Forest Research Agency throughout Britain
Business Units	staff working directly for the Business Units (Civil and Mechanical Engineering, FC Nurseries and Renewable Energy) throughout Britain.
Silvan House	staff working in centralised divisions and serving every Management Unit of the Forestry Commission (e.g. HR, Finance, IT)

Analysis of Statistical Monitoring

Table 1. Gender of all staff in post at 31 March 2009

While the total number of FC staff has fallen slightly, the number of female staff has increased by 54 since the previous analysis completed in June 2008. Although, this is not a significant percentage increase, we are hopeful that this is an early indication of the changing perception of the Forestry Commission as an employer. Of course, it will take some years to alter the traditionally held perceptions of the forestry profession which is understood to be a traditionally male profession, supported by other traditional male professions such as Land Agency, Civil Engineering and Mechanical Engineering.

Table 2. Full-time/part-time split

A total of 2830 (84%) of the FC's staff work full-time. Of the 547 staff who work part-time, 412 or 75% are women.

The table demonstrates that of the 1110 women employed, 698 (63%) are employed on a full-time basis. The pattern for male employees is that of the 2267 employed, 2132 (94%) are employed on a full-time basis.

Therefore, women working full-time represent 21% of all staff. There is a slight increase (44) in the number of women working full-time when compared to the analysis from last year. There is also a very slight increase in the number of men who work part-time compared to last year.

The analysis reflects the national position where traditionally women are the 'mother and primary carer' and subsequently work in part-time roles. As a result, the Forestry Commission continues to offer a number of family-friendly policies, the analysis of which can be found in Table 12.

Table 3. Type of contract

A total of 82% of all female employees are on a permanent contract, compared to 89% of all male employees. There is a higher proportion of women on Short Term Temporary (STT) contracts (7% of all women employed) than of men (3% of all men employed). While the overall numbers of STTs has remained almost exactly the same, the percentage taken by women has increased from 41% at 31 March 2008 to 54% at 31 March 2009. We shall continue to monitor this percentage and investigate further if any long-term trend starts to appear.

Table 4. Pay Band (Grade)

The Table shows that at both Senior and Middle management levels, women fill 20% of the posts (34% of posts at the remaining level). Overall, women make up 33% of the staff in the organisation. The number of women in the Senior Staff Group has risen from 3 to 5, over the year and in the Middle Management Group from 63 to 66 over the past year. Although it is too early to tell, we are hopeful that this is an early sign of the beginning of a gradual increase in the number of women in senior and middle management positions.

Table 5. Internal recruitment and promotion

With the exception of Forest Research, which holds traditional promotion boards for its scientific staff, the Forestry Commission holds open competition for many of its vacancies. In 2008/09 150 of its vacancies were offered to internal staff first and a total of 220 vacancies were put to external recruitment, some of which recruited more than one person. Success in an internal competition will result in promotion, when the job advertised is of a higher grade than the successful member of staff is.

The information shows that, of those who applied for an internal trawl, 32% were women and 68% were men. This is almost identical to the proportion of women and men in the organisation (33% and 67%).

A total of 42% of women who applied were successful, compared to 37% of men who applied. Promotion occurred for 34% of the women who applied, compared to 28% of the men who applied. The proportion of women applicants and men applicants who were successful and who were promoted again closely reflects the profiles of all applicants and of all staff in the organisation.

However, as a percentage of all applicants, fewer women were successful and fewer gained promotion than men; this is due to the much larger proportion of male applicants (two thirds of employees are men). Successful men and successful women represented 25% and 14% respectively of all applicants. Men successful and gaining promotion represented 19% of all applicants, while women successful and gaining promotion represented 11% of all applicants.

Table 6. External recruitment

The table shows that we received 5583 applications in the year, of which 26% were from women, 61% from men and 13% from people who did not complete the Monitoring Form. Taking into account those whose gender has not been identified, this is not greatly different from the gender profile within the Forestry Commission

(33% women, 67% men). The nature of our work is traditionally likely to attract more men than women for many of the jobs we advertise.

A higher percentage of the women who applied were invited to interview (23%) than of the men (16%). Similarly, a higher percentage of the women who applied were successful at interview (6%) than of the men (4%). Overall the successful men and successful women represented 2.4% and 1.5% respectively of all applicants. This indicates that, although more men (134) than women (86) were appointed, women were more likely to be successful in their application than men were. The indications we noted last year, that more women are looking beyond stereotypes when choosing their career, seem to be continuing, although slowly. We shall be investigating means of promoting all our jobs as attractive career options for both genders.

Table 7. Performance marking

Women are more likely to receive a Top Performer marking (22% of all women) than men (16% of all men). Of all staff who received a performance marking, 7% of women and 11% of men received a Top Performer marking. No women and four men were marked as Not Fully Effective.

Therefore, from the statistical analysis, there does not seem to be anything discriminatory in our Performance Marking System.

Those on Probation (8 months), Short Term Temporary Contract, Senior Staff Grades and Office Holders do not receive performance assessments. Permanent staff who left the organisation before 31 March will have received a performance mark and these marks are included in this Table. This explains why the total of those who received a performance marking is different from staff in post at 31 March 2009.

Table 8. Internal Training (event attendance) during 2008/09

The data shows that men are likely to receive training much more than women are. Of the training event attendance, 80% was delivered to men and 20% to women. During the year, men attended an average of two training events per male member of staff, in comparison with women who attended an average of one training event.

Further interpretation shows that the bulk of the training attendance (70%) was in the technical areas of Forest Management and Operations. These areas are where the vast majority of our staff is male and it is not surprising that women recorded so much less event attendance than men did in either of these categories.

Excluding the figures for Forest Management and Operations training, shows that 35% of the remaining event attendance was by women and 65% by men, reflecting the profile of the organisation almost exactly.

Table 9. External Training

Local Training Liaison Officers maintain informal records of external training; in some cases, this also includes attending seminars and conferences. However, we are satisfied that the data shown represents a significant part of the whole picture and that we can make reasonable conclusions from it.

The number of courses applied for by women (31% of all courses applied for) closely reflects the percentage of women in the organisation (33%); the refusal rate was 3.5%, compared to 4.4% for men. Reasons for not attending vary from event cancellation to unsuitable timing. For both sexes, the emphasis was on Technical Training and Personal Development. The number of courses attended per head of population was roughly the same for both women (0.42) and men (0.45).

Table 10. Leavers during 2008/09

The percentage of male and female early leavers, mirrors closely the percentage of the total population within the organisation. The women's levels are slightly higher, but this reflects the higher percentage of women than men employed on short-term contracts (see Table 3. Type of Contract).

Table 11. Discipline during 2008/09

The number of people subject to the disciplinary process was 16, representing less than 0.5% of the population. More men were subject to discipline (13) than women (3) and of the total subject to discipline, the percentage of men (81%) is higher than the overall percentage of men in the organisation (67%). No person was dismissed, although one woman resigned before the penalty was decided. In 2007/08 the numbers of staff subject to disciplinary procedures was similar (12 men and 4 women). Though the numbers subject to the disciplinary process are so small, we will continue to monitor to establish whether there is evidence of bias against men.

Table 11a. Grievance during 2008/09

The data shows that the proportion of men who raised a grievance was higher than the proportion of the male population, by 10 percentage points. Of those grievances, only one was upheld and two were withdrawn, all were subject to independent investigation. Only three women raised a grievance in the year, two of which were upheld. The total number of staff raising grievances (13) represents less than 0.5%

of the total staff in post. The figures for 2007/08 were that 5 men and 6 women raised grievances and the data for both years does not indicate that men are any more likely than women to raise a grievance.

Table 12. Work Pattern

The table shows that 70% of those not working a standard Monday to Friday week are women. The figures have not significantly changed since 2007/08 and reflect the fact that 75% of the Forestry Commission's part-time staff are women. The organisation has a wide range of flexible working options designed to help staff manage their work life balance.

Gender Equality Initiatives

Equal Pay

Under the delegated pay bargaining arrangements set by Cabinet Office, each Government organisation must review their pay system on an annual basis following implementation of pay awards, as this helps inform departmental reward proposals and ensures appropriate targeting of resources. Departments must conduct an equal pay review of their reward policies and practices every three years as a requirement of delegation.

The Forestry Commission's last full equal pay review was undertaken in 2007, with the results informing a review of our Pay & Reward Strategy in 2008 and the subsequent 3-year pay award implemented from 1st October 2008. We also analysed basic salaries following implementation of the 2007 pay award and the 2008 pay award.

Basic Salary

The 2007 analysis indicated differences between mean salary for females and males in each pay band ranging from 0.7% to 5.9%. Analysis of the 2008 pay award indicates that these differences have been reduced in most pay bands, as follows:

Pay Band	Mean Salaries 2007/08			Mean Salaries 2008/09		
	Female	Male	Mean difference	Female	Male	Mean difference
1	£56,032	£57,308	2.20%	£59,520	£60,046	0.90%
2	£45,677	£47,514	3.90%	£48,026	£49,543	3.10%
3	£36,381	£38,377	5.20%	£38,003	£39,761	4.40%
4	£30,096	£31,497	4.40%	£31,324	£32,518	3.70%
5 (Op)	£26,387	£28,046	5.90%	£27,528	£29,043	5.20%
5	£23,299	£23,459	0.70%	£24,362	£24,487	0.50%
6a (Op)	£21,908	£22,719	3.60%	£23,001	£23,869	3.60%
6a	£19,374	£20,462	5.30%	£20,343	£21,641	6.00%
6b	£17,456	£17,619	0.90%	£18,194	£18,243	0.30%
7	£13,395	£12,857	-4.00%	£13,985	£13,499	-3.60%
Total	£21,972	£25,244	13.00%	£22,950	£26,292	12.70%

There are proportionately more men at the maximum of the pay scales than there are women, which gives rise to a 'natural' pay gap. This is due to forestry being traditionally perceived as a male profession and as a result our longer-serving staff tend to be male.

Overtime

The equal pay review identified that male employees were significantly more likely to claim overtime (54% of males, 45% of females claimed), and on average received significantly higher overtime payments (£ 2,122 each for males, £ 815 for females). Whilst there are role-related reasons for these outcomes, the organisation took the view that these differences were not justified and have changed the way overtime pay is calculated. We anticipate that these changes will reduce the gap between average male and female overtime earnings.

The future

The Forestry Commission's strategy to reduce the pay gap is incremental. The three-year pay agreement, implemented in October 2008, aims to reduce the pay gaps to below 5% in each Pay Band.

Annual Leave

Until 2008 the Forestry Commission awarded 25 days annual leave on entry, with an increase to 30 days after 10 years service. The equal pay review identified that male employees were significantly more likely to receive the 30 days leave than females. The service threshold has been changed (2008) from 10 years to 5 years to reduce this imbalance.

Customer services

Visitor Surveys indicate that the numbers of men and women visiting our forests is very close to equal.

Survey	Male %	Female %
Monitoring quality and experience of forests in:		
North and mid Wales (2007)	45	55
South West England (2007)	52	48
New Forest Visitor Survey (2004/05)	47	53
All forest surveys of FC Forests Scotland (2007)	53	47
All forest surveys of FC Forests Wales (2007)	56	44
Public Opinion Survey (UK 2009) 'In the last few years have you visited forests or woodlands for walks, picnics or other Recreation?' 'Yes' respondents	77	77

Some local variation in the gender ratio visiting our facilities occurs, but these may be associated with the attractions available. There is some evidence to suggest that

visitors to sites well known for mountain bike routes, are much more likely to be male than female (84% male, 16% female at our 7 Stanes mountain biking attraction (2007)). However a 2005/06 Music in the Forest survey of concert attendees indicates that, in general though not at each concert surveyed, women are more likely to attend than men (55% women, 44% men). This near equality being the case, the FC tends to focus on increasing other types or strands of visitor diversity, but resources are utilised for some gender specific initiatives aimed at visitors or potential visitors, examples of which are detailed at Appendix 2.

External Initiatives

Mountain Biking for women

Our visitor and customer survey evidence (see Chapter Customer Services on page 13) indicates that users of our mountain bike trails are much more likely to be male (84%) than female (16%). The Ladies Mountain biking initiatives (detailed at Example 1 of Appendix 2) demonstrate some positive action to narrow that gap and allow women to enjoy the same sporting opportunities with confidence.

Health Initiatives

Examples 2, 6, 10 and 11 at Appendix 2 show how we are becoming closely involved with local health authorities to promote forests and woodlands as places to regain and maintain fitness, both physical and mental. Creating opportunities for new mothers to exercise in the forests has a number of benefits to them and to their child or children. It is good to see that such events have not been limited to mothers, but to parents in general. Helping to facilitate feelings of security in the forest is important and encourages people from different groups to visit. The initiative of Single Sex Walking groups, described at Example 2 has brought new visitors, who would otherwise have been unlikely to consider forests as a suitable location.

Examples 4 and 9 give some information on initiatives for men, designed to help them create and strengthen bonds with their children and safely access some play and creative activity that is likely to be unavailable to them in their nearer neighbourhood.

Internal initiatives

All staff training

A series of Diversity training events commenced delivery in February 2009. There are four different Diversity training events, each aimed at specific sectors of the

organisation. It is compulsory for all staff in the Forestry Commission to attend one of these events. The training will be complete by summer 2010 and plans are in hand to ensure new entrants will continue to receive this training after that date. The training looks at all aspects of diversity, including gender awareness. Sessions are also being designed to run during each New Entrant (induction) course and all new and existing training events managed by the Forestry Commission will be reviewed to ensure diversity messages (including gender) are included appropriately.

DVD – Changing Focus

The Forestry Commission has created a DVD to be shown on all Equality and Diversity training courses and on all New Entrant (induction) courses. One element of the DVD shows a woman working in a 'man's world'. This features one of our female Forest Craftspeople working in the forest with a chain saw in a predominantly male team. The DVD is centred on the work of one of the Forestry Commission's photographers, another woman and is titled 'Changing Focus'.

Research Commissioned for 2009

The Forestry Commission's Economics and Statistics Group will conduct work to establish whether or not those people who take Career breaks, women who take Maternity breaks and those who work Flexible Working Hours, are disadvantaged in their career progression compared to those who do not. Both men and women take career breaks and have a Flexible Working Hours contract and we should be able to draw comparisons between the different genders.

Training for women Civil Engineers

The FC's Civil Engineering Business Unit (FCE) has 16 female members of staff in a total of about 115. This represents 14% of the FCE workforce. This is more than double the comparable figure for the construction and forestry industries in general.

Women in FCE contribute by running Geographic Information Systems and financial monitoring. Increasingly they are now taking on technical roles in engineering design and front line supervision of operations from road and bridge to recreation projects in the forest. Four of the six trainee Civil Engineers are women.

Supported by FCE, many are combining work with demanding external studies e.g. MSc in timber and environmental engineering and HNC and HND in civil engineering and seeking professional engineer status.

FCE has made considerable efforts in encouraging and engendering greater diversity and the effects have been positive for the whole staff group. This is to ensure that all staff have the same career paths and development opportunities available to them.

Action Plans

Progress against 2008/09 Action Plan

Action Plan for 2008/09	Progress during 2008/09
Review the impact of our Human Resource internal policies as well as recruitment, selection and appraisal processes in order to ensure that the needs of both women and men are fully reflected.	Gender impact assessment is being undertaken through the Equality Impact Assessment process, on all HR policies, which are on a rolling process of revision (including recruitment, selection and appraisal). Performance marks are analysed each year (see Table 7 to this Report).
Through the staff survey continue to address stereotyping within the forestry industry by widening the field of applicants for traditional male roles such as foresters/recreation rangers.	We are publicising those traditionally male dominated posts where women have been successful both internally and externally. Examples from our DVD 'Changing Focus' and of the success of a number of women Civil Engineers are featured in this Report.
Ensure that employees are aware that discrimination and inequality practices will not be condoned, and that interview and management training addresses these issues.	We have trained all our HR selection interviewers in interviewing techniques, with a particular and specific emphasis on equality law and diversity benefits for the Organisation. The course, in a revised format, but retaining the equality and diversity issues, is now being delivered to all those likely to be involved in selection interviewing. All new and revised HR policies and procedures will detail how we will manage instances where individuals fail to meet behaviour standards required under our Equality and Diversity Strategy.
Work towards ensuring that women are fairly represented at all levels within the Organisation. This will include a structured succession planning exercise.	Succession Planning is ongoing with a target date for completion of April 2010. The succession planning exercise will link into our new Leadership Strategy, which is currently being devised. The Leadership Strategy will be equality impact assessed.
Through the Pay and Reward Strategy,	We have gone far to address the gender

<p>which includes reducing pay progression within salary bands and harmonisation of maternity and paternity rules with other Government departments, that the income-gap between men and women is closed.</p>	<p>pay gap and have detailed our action and anticipated consequences in this Report under 'Equal Pay'. The 3-year pay deal of October 2008 introduced contractual maternity and adoption leave of 26 weeks full pay. Paternity leave is 10 days.</p>
<p>Ensure that women are fairly represented on internal Equality & Diversity Forums.</p>	<p>The Equality and Diversity Staff Forum consists of 6 female and 5 male volunteers (June 2009). We review membership regularly to ensure that the representation covers all strands of diversity and that balances of age, grade and gender are maintained.</p>
<p>Ensure that in all areas of service planning and provision women and men are represented fairly and equally through supporting initiatives as outlined in Best Practice Examples and sharing best practice e.g. Our Learning and Development team are looking into ensuring childcare facilities are available for Forestry Commission training courses.</p>	<p>We have continued to promote equality between men and women and this Report shows some improvements and successes. The best practice examples, at Appendix 2, demonstrate that we continue to give gender equality a high level of attention in our service delivery. Our Learning and Development Team have concluded that the provision of Child Care facilities is not practical, given the large number of training venues we operate in across Britain. However, all staff likely to attend a training event are informed that we will financially support child care provision for them, if they need it in order to attend a training event.</p>
<p>Work with our Learning & Development colleagues as to how training applications are made, and on how information can be collected on locally arranged external training.</p>	<p>External training is arranged locally from any one of over one hundred different budget-holding locations. We are working with local Training Liaison Officers to create a system that will capture the necessary data. The returns for FY 2008/09 (Table 9) show an improvement in the quantity and quality of data received compared to that collected in 2007/08.</p>

2009/10 Action Plan

As a result of the statistical analysis outlined above, the FC will take the following actions this year to further promote and support gender equality:

1. Continue to assess the impact of our HR policies through the EqIA process in order to ensure that the needs of both women and men are fully considered.
2. Continue to develop the profile of the FC as an employer in order to widen the field of applicants for traditionally male roles such as forester and engineers.
3. Assess the results of the staff survey scheduled for September 2009 and if any gender bias or discrimination is identified, take the necessary actions to tackle the problem(s).
4. Continue to encourage and support our Forest District teams to provide initiatives that promote gender equality, and tackle other issues such as improving health and social inclusion.
5. Review the results of the statistical analysis carried out to establish whether or not those people who take Career breaks, women who take Maternity breaks and those who work Flexible Working Hours, are disadvantaged in their career progression compared to those who do not, and take action where appropriate.
6. Continue to provide health advice to all FC employees, including gender specific problems e.g. the recent awareness campaign about prostate cancer.
7. Monitor the level of short-term temporary appointments to ensure that there is no gender bias.
8. Continue to monitor the take-up of training within the FC, and explore with the Learning and Development team the types of courses on offer to ensure that a wide range of development opportunities are offered to appeal to male and female employees.

Summary

This report, detailing employment monitoring data and progress in meeting the general and specific Gender Equality Duties, supports the Forestry Commission's aim of mainstreaming equality of opportunity and diversity of workforce and customer

services. The report will be published on the Forestry Commission's Internet and Intranet and hard copies will be sent to the Equality and Human Rights Commission.

Alternative Format and Contact Details

If you have any questions on the content of this report, or if you need this publication in an alternative format, for example in large print or in another language, please contact

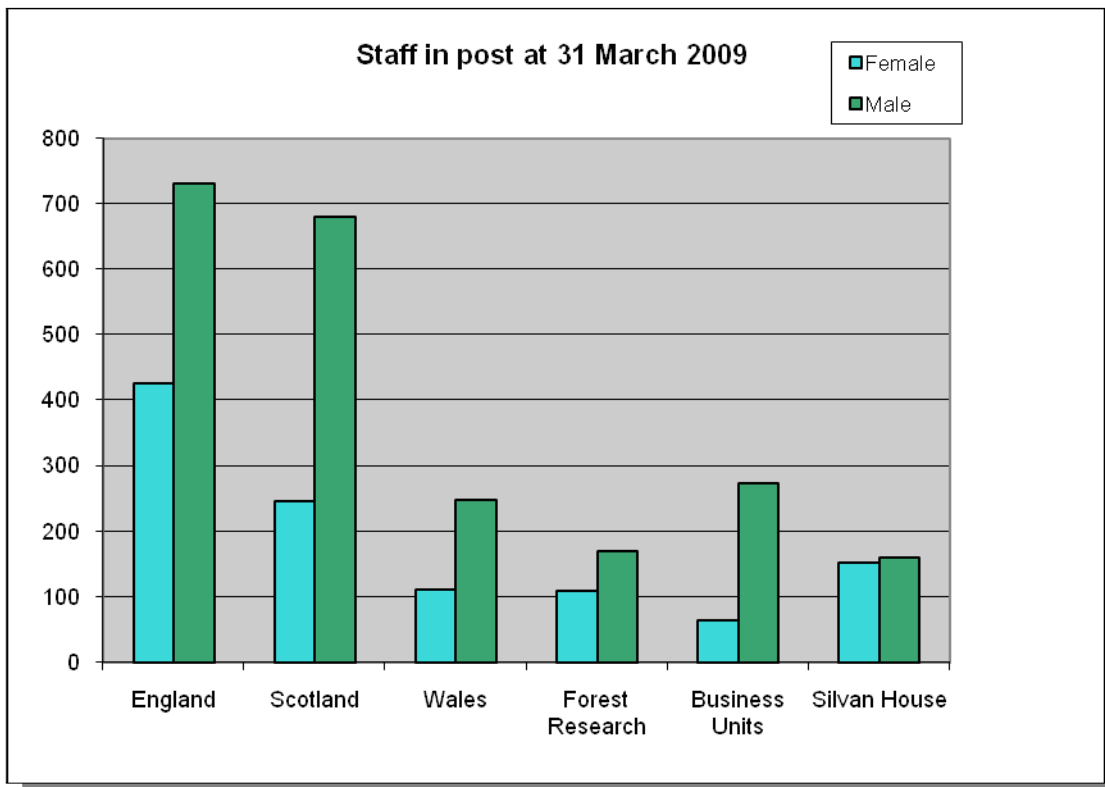
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Appendix 1

Table 1. All staff in post at 31 March 2009

	Female	Male	Female percentage	Male percentage	Grand Total
England	427	731	37%	63%	1158
Scotland	246	681	27%	73%	927
Wales	111	249	31%	69%	360
Forest Research	109	171	39%	61%	280
Business Units	65	274	19%	81%	339
Silvan House	152	161	49%	51%	313
Grand Total	1110	2267	33%	67%	3377



Appendix 1

Table 2. Full time / part time split at 31 March 2009

	Female	Male	Grand Total	Female percentage (in Management Unit)	Male percentage (in Management Unit)
England Full Time	248	661		21%	57%
England Part Time	179	70		15%	6%
Total England			1158		
Scotland Full Time	160	652		17%	70%
Scotland Part Time	86	29		9%	3%
Total Scotland			927		
Wales Full Time	74	234		21%	65%
Wales Part Time	37	15		10%	4%
Total Wales			360		
Forest Research Full Time	70	161		25%	58%
Forest Research Part Time	39	10		14%	4%
Total Forest Research			280		
Business Units Full Time	40	271		12%	80%
Business Units Part Time	25	3		7%	1%
Total Business Units			339		
Silvan House Full Time	106	153		34%	49%
Silvan House Part Time	46	8		15%	3%
Total Silvan House			313		
	Female	Male	Grand Total	Female percentage (all staff)	Male percentage (all staff)
Total Full Time	698	2132	2830	21%	63%
Total Part Time	412	135	547	12%	4%
Total staff in post	1110	2267	3377		

Appendix 1

Table 3. Type of contract at 31 March 2009

	Gender	Fixed Term	Permanent	Short Term Temporary	Other	Total
England	Female	32	359	28	8	427
	Male	27	653	28	23	731
Scotland	Female	24	193	19	10	246
	Male	35	615	15	16	681
Wales	Female	10	89	10	2	111
	Male	12	225	5	7	249
Forest Research	Female	13	88	6	2	109
	Male	22	141	5	3	171
Business Units	Female	4	48	3	10	65
	Male	3	241	6	24	274
Silvan House	Female	8	134	8	2	152
	Male	7	144	4	6	161
Total	Female	91	911	74	34	1110
	Male	106	2019	63	79	2267
Grand total		197	2930	137	113	3377
		Fixed Term	Permanent	Short Term Temporary	Other	
As a percentage of Contract Type						
	Female	46%	31%	54%	30%	
	Male	54%	69%	46%	70%	
As a percentage of all staff in post on 31 March 2009						
	Female	3%	27%	2%	1%	
	Male	3%	60%	2%	2%	
As a percentage of gender in post at 31 March 2009						
	Female	8%	82%	7%	3%	
	Male	5%	89%	3%	3%	

Other = Contractor (0F, 5M), New Deal (0F, 5M), Office Holder (9F, 24M), Part Year (15F, 27M), Re-employed pensioner (6F, 18 M), Secondment In (1F, 0M), Fixed Term Recurring (3F, 0M)

Appendix 1

Table 4. Pay Band (Grade) at 31 March 2009

Pay Band (Grade)	Female	Male	Grand Total	Female % in the Pay Band	Male % in the Pay Band	Female % total female staff in post	Male % total male staff in post
Chair		1	1		100%		
Commissioner	2	4	6	33%	67%		
Senior Staff Group 3		1	1		100%		
Senior Staff Group 2		2	2		100%		
Senior Staff Group 1A	2	6	8	25%	75%		
Senior Staff Group1	1	6	7	14%	86%		
Total Senior Staff	5	20	25	20%	80%	0.5%	0.9%
Pay Band 1	3	24	27	11%	89%		
Pay Band 2	21	94	115	18%	82%		
Pay Band 3	42	138	180	23%	77%		
Total Middle Management	66	256	322	20%	80%	6%	11%
Pay Band 4	106	276	382	28%	72%		
Pay Band 5	173	146	319	54%	46%		
Pay Band 5 (operational)	50	351	401	12%	88%		
Pay Band 6A	108	417	525	21%	79%		
Pay Band 6A (operational)	53	203	256	21%	79%		
Pay Band 6B	452	459	911	50%	50%		
Pay Band 7	90	115	205	44%	56%		
Contractors & Office Holders	7	24	31	23%	77%		
Total Other	1039	1991	3030	34%	66%	94%	88%
Grand Total	1110	2267	3377	33%	67%		

Appendix 1

Table 5. Internal recruitment and promotion during 2008/09

	Gender	Total applicants	Invited to interview	Successful	Percentage successful (within gender of applicants)	Promoted	Percentage promoted (within gender of applicants)
England	Female	32	28	17	53%	14	44%
	Male	70	47	21	30%	18	26%
Scotland	Female	39	28	12	31%	11	28%
	Male	72	60	31	43%	24	33%
Wales	Female	24	22	11	46%	7	29%
	Male	54	47	22	41%	14	26%
Forest Research	Female	5	4	1	20%	1	20%
	Male	6	5	4	67%	3	50%
Business Units	Female	5	3	3	60%	3	60%
	Male	17	7	5	29%	5	29%
Silvan House	Female	14	12	6	43%	4	29%
	Male	29	19	9	31%	5	17%
Total Female Applicants		119	97	50	42%	40	34%
Total Male Applicants		248	185	92	37%	69	28%
Grand Total Applicants		367	282	142	39%	109	30%
Female as a percentage of all in category		32%	34%	35%		37%	
Male as a percentage of all in category		68%	66%	65%		63%	
As a percentage all applicants			Interviewed			Promoted	
Female			14%			11%	
Male			25%			19%	

Appendix 1

Table 6. External recruitment during 2008/09

	Gender	Total Applicants	Invited to Interview	Successful	Percentage interviewed (within gender of applicants)	Percentage successful (within gender of applicants)
England	Female	645	151	37	23%	6%
	Male	1607	205	52	13%	3%
	No Response	394	48	11	12%	3%
Scotland	Female	385	105	28	27%	7%
	Male	865	180	39	21%	5%
	No Response	102	13	3	13%	3%
Wales	Female	128	25	7	20%	5%
	Male	519	73	15	14%	3%
	No Response	172	13	4	8%	2%
Forest Research	Female	70	14	3	20%	4%
	Male	60	22	7	37%	12%
	No Response	6	-	-	-	-
Business Units	Female	40	14	3	35%	8%
	Male	178	60	15	34%	8%
	No Response	30	5	0	17%	-
Silvan House	Female	139	25	7	18%	5%
	Male	117	17	4	15%	3%
	No Response	19	5	2	26%	11%
FC Graduate	Female	57	3	1	5%	2%
	Male	50	2	2	4%	4%
		Total	Interviewed	Successful		
Total Female Applicants		1464	337	86	23%	6%
Total Male Applicants		3396	559	134	16%	4%
Total No response		723	84	20	12%	3%
Grand Total Applicants		5583	980	240	18%	4%
Female as a percentage of all in category		26%	34%	36%		
Male as a percentage of all in category		61%	57%	56%		
No response as a percentage of all in category		13%	9%	8%		
As a percentage of all applicants			Interviewed	Successful		
Female			6%	1.5%		
Male			10%	2.4%		
No response			2%	0%		

Appendix 1

Table 7. Performance marking for year ending 31 March 2009

		Top Performer (TP)	%TP same gender in Management Unit	Good Performer (GP)	%GP same gender in Management Unit	Not Fully Effective (NFE)	Grand Totals
England	Female	101	26%	292	74%		393
	Male	134	19%	556	80%		691
England Total		235	22%	848	78%		1084
Scotland	Female	43	19%	179	81%		222
	Male	72	11%	580	89%		654
Scotland Total		115	13%	759	87%		876
Wales	Female	23	23%	78	77%		101
	Male	37	15%	203	85%		240
Wales Total		60	18%	281	82%		341
Forest Research	Female	28	27%	74	73%		102
	Male	27	17%	136	83%		163
Forest Research Total		55	21%	210	79%		265
Business Units	Female	10	16%	52	84%		62
	Male	49	18%	218	82%		267
Business Units Total		59	18%	270	82%		329
Silvan House	Female	22	16%	118	84%		140
	Male	31	21%	118	79%		149
Silvan House Total		53	18%	236	82%		289
		TP		GP		NFE	Total
As a percentage of total Gender							
Female		227	22%	793	78%	0	1020
Male		350	16%	1811	84%	4	2165
As a percentage of all staff who received a performance marking							
Female		227	7%	793	25%		
Male		350	11%	1811	57%		
Grand Total		577	18%	2604	82%	4	3185

Appendix 1

Table 8. Internal training (event attendance) 2008/09

Type of training	Gender	England	Scotland	Wales	Forest Research	Business Units	Silvan House	Grand Total
Forest Management (FM)	Female	133	152	37	12	18	9	361
	Male	338	736	297	31	152	21	1575
Operational (Ops)	Female	57	99	16	6	14	4	196
	Male	667	1067	190	45	101	17	2087
Total FM and Ops	Female	190	251	53	18	32	13	557
	Male	1005	1803	487	76	253	38	3662
Information Technology (IT)	Female	14	34	4	7	6	12	77
	Male	29	86	16	1	6	4	142
Product Knowledge (PK)	Female	17	23	4	1	4	10	59
	Male	14	84	1	10	4	2	115
People Skills (PS)	Female	128	137	92	40	19	90	506
	Male	183	346	156	54	90	88	917
Total Other (IT,PK & PS)	Female	159	194	100	48	29	112	642
	Male	226	516	173	65	100	94	1174
Female Total Events Attended		349	445	153	66	61	125	1199
Male Total Events Attended		1231	2319	660	141	353	132	4836
All Events Attended		1580	2764	813	207	414	257	6035
Average number of training events for staff in post at 31 March 2009 (within management unit)								
Female		0.82	1.81	1.38	0.61	0.94	0.82	1.08
Male		1.68	3.41	2.65	0.82	1.29	0.82	2.13
All		1.36	2.98	2.26	0.74	1.22	0.82	1.79
Percentage of all training events attended (within management unit)								
Female		22%	16%	19%	32%	15%	49%	20%
Male		78%	84%	81%	68%	85%	51%	80%
Percentage of Forest Management and Operational events attended (within management unit)								
Female		16%	12%	10%	19%	11%	25%	13%
Male		84%	88%	90%	81%	89%	75%	87%
All		76%	74%	66%	45%	69%	20%	70%
Percentage of Other events attended (within management unit)								
Female		41%	27%	37%	42%	22%	54%	35%
Male		59%	73%	63%	58%	78%	46%	65%

Appendix 1

Table 9. External training (number of events) during 2008/09

Type of training	Total events applied for		Total not attended		Total attended		Grand total attended
	Female	Male	Female	Male	Female	Male	
Interpersonal Skills	26	40		1	26	39	65
Information Technology	61	69	5	2	56	67	123
Management Training	93	130	5	6	8	124	132
Personal Development	109	235	3	10	106	225	331
Technical Training	197	585	4	28	193	557	750
Grand Total	486	1059	17	47	469	1012	1481
Percentage of all who applied	31%	69%	1%	3%	30%	66%	
Average number of events attended per head of population (at 31 March 2009)					0.42	0.45	0.44

Appendix 1

Table 10. Leavers during 2008/09

Reason for leaving	Female	Male	Female Percentage	Male Percentage	Grand Total
End of Casual/STT Appt	133	231	37%	63%	364
Resignation	60	59	50%	50%	119
Age Retirement	13	45	22%	78%	58
End of Fixed-Term Appt	7	9	44%	56%	16
Re-employed Pensioner Retired		10		100%	10
Break in Perm Part-Year Appt	5	2	71%	29%	7
Approved B Retirement	2	4	33%	67%	6
Dismissal		6		100%	6
Transfer out of FC	3	3	50%	50%	6
End of Secondment to FC	1	3	25%	75%	4
Medical Retirement	1	3	25%	75%	4
Compulsory Redundancy	2	1	67%	33%	3
Death in Service	2	1	67%	33%	3
Actuarially Reduced Retirement	1	2	33%	67%	3
Voluntary Redundancy		2		100%	2
Career Break		1		100%	1
Total Early Leavers	230	382	38%	62%	612
Proportion of Staff in Post at 31 March 2009			33%	67%	

Appendix 1

Table 11. Discipline during 2008/09

Local Discipline Action	Investigation	Hearing	Appeal	Penalty	Gender	
					Female	Male
Yes				Noted Verbal Warning		Male
Yes				Noted Verbal Warning		Male
Yes				Noted Verbal Warning		Male
Yes				Noted Verbal Warning	Female	
	Yes	Yes	Yes	Noted Verbal Warning	Female	
Yes				Written Warning		Male
Yes				Written Warning		Male
Yes				Written Warning		Male
	Yes			Written Warning		Male
	Yes			Written Warning		Male
	Yes			Written Warning		Male
	Yes			Written Warning		Male
	Yes			Final Written Warning		Male
	Yes	Yes		Final Written Warning		Male
	Yes	Yes		Final Written Warning		Male
				Resignation Before Penalty	Female	
					Female	Male
Total					3	13
Percentage of all disciplined					19%	81%
Percentage of all staff in post 31 March 2009					33%	67%

Appendix 1

Table 11a. Grievances during 2008/09

Informal Meeting	Writing	Investigation Meeting	Upheld	Gender	
	Yes	Yes	No		Male
	Yes	Yes	No		Male
	Yes	Yes	No		Male
	Yes	Yes	No		Male
	Yes	Yes	No		Male
	Yes	Yes	No		Male
	Yes	Yes	No		Male
	Yes	No	No	Female	
Yes	Yes	Yes	Withdrawn		Male
	Yes	Yes	Withdrawn		Male
	Yes	Yes	Yes		Male
	Yes	Yes	Yes	Female	
	Yes	Yes	Yes	Female	
				Female	Male
Total				3	10
Percentage of all grievances raised				23%	77%
Percentage of all staff in post 31 March 2009				33%	67%

Appendix 1

Table 12. Work Pattern for staff in post 31 March 2009

Working Pattern	England		Scotland		Wales		Forest Research		Business Units		Silvan House		Total by gender		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Five weekdays	269	643	188	661	85	240	86	164	56	273	122	153	806	2134	2940
Annualised Hours	25	5	2		2						8	3	37	8	45
Rostered	68	52	16	5	9	4	1		1		1	2	96	63	159
One weekday	4	2		1									4	3	7
Two weekdays	2	5	2	1	2		1	2			1		8	8	16
Three weekdays	30	4	20	3	7	2	9	1	8		11	1	85	11	96
Four weekdays	23	5	11	3	6	1	11	3		1	9	2	60	15	75
Other working patterns	6	15	7	7		2	1	1					14	25	39
Total not working a standard 5 day week															
	158	88	58	20	26	9	23	7	9	1	30	8	304	133	437
Grand total	427	731	246	681	111	249	109	171	65	274	152	161	1110	2267	3377
	England		Scotland		Wales		Forest Research		Business Units		Silvan House		Total by gender		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Those not working a standard 5 day week (as a percentage of same gender staff in management unit)															
	37%	12%	24%	3%	23%	4%	21%	4%	14%	0%	20%	5%	27%	6%	13%
Those not working a standard 5 day week (as a percentage of all staff in management unit)															
	64%	36%	74%	26%	74%	26%	77%	23%	90%	10%	79%	21%	70%	30%	

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 1

Initiative/Project Name: Ladies Mountain Biking (MTB) Sessions

FC Department: Sherwood Forest District, Kielder Forest District, South East Forest District, Peninsula Forest District

Background: Forestry Commission England run a number of ladies MTB sessions across the country, designed to build confidence and skills and encourage more women into the sport.

Action (including groups engaged, how they have been engaged, and aim of initiative/project): Sherwood Forest District ran a ladies event in March 2009. It was well attended and staff have been asked to run a further event. The session achieved good media coverage by local radio stations including an interview on BBC Radio Nottingham's Breakfast show. Specialist bike websites also covered the event.

Women only trail days at Hamsterly Forest have attracted 10 participants at each event run.

Two women's specific training courses in MTB skills have been run over two Saturdays in March 2009, at Bedgebury Forest Park. Eight women attended.

Haldon Forest Park set up a women's MTB group to provide women with the opportunity to learn skills and enjoy MTB. The women meet once a week in the early evening and this has been running for over two years.

Objective/(s): To provide women with the confidence and skills to utilise the MTB routes and tracks that FC provide, within a social setting.

Outcome: More women enjoying MTB with the confidence and skills required to safely off road cycle.

"I just wanted to say that I attended your women's beginner skills session... I thoroughly enjoyed it... I learnt a lot about bike maintenance... and the ride itself was fantastic... The women's only groups are a fantastic idea as we don't have to feel intimidated by men trying to outdo each other...we certainly had a good giggle"
Female participant at a Women's skill session at Sherwood Forest Pines.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Ladies Mountain biking (MTB) sessions (continued)

"A big thank you to Carl, Tim and yourself for organising the Ladies cycling course which I recently attended. It was really good fun and just the right pace, taking us through the basics of bike handling and then progressing to mini drop-offs. I have to admit I felt quite nervous on my drive to Bedgebury on the first Saturday morning, wondering if I would be able to keep up with the others, but it was a really relaxed, fun atmosphere. Keep up the good work and hope there are many more events for us ladies" *female participant on Ladies cycling course at Bedgebury*

" Just wanted to drop you a note to say how great the ladies course was recently. Learn lots (bunny hopping in my sleep and track stands in the garden). Great girls and coaching, good confidence and skills builder and even better to do something just for me (instead of just running the kids to one of their activities). A big thank you to all!" *female participant on ladies cycling course at Bedgebury*

Project Time, Funding, Evaluation & Future Plans: As a result of the success of the first courses at Bedgebury, the local cycling club are planning to run a more advanced course later in the year.

Forest Research researchers, as part of their evaluation of five Active England projects, joined the women at Haldon Forest for one of their rides and then ran a focus group afterwards. A key motivation to joining the group was that it was a women's mountain bike group, traditionally mountain biking is male dominated and the women said they felt less intimidated because it was a women's group. The women suggested that mixing with men would be harder and the men would be more interested in speed and would want to go further and faster than the women. The women said the group gave them confidence to improve their skills and abilities and learn new routes and how to improve their riding. As one woman described it: *'skills and confidence because I didn't have any before. So really that part of it is huge and also yeah the social side as well, being able to enjoy ourselves whilst we are learning and I don't think we can ask for more than that really. And the adrenaline rush!'*. The social interaction between the women was particularly important and acted as a major motivation for the women to keep attending as they enjoyed each others company and liked to talk and reflect on the details of the routes they took and what they learnt.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 2

Initiative/Project Name: **Single sex walking groups**

FC Department: West Midlands Forest District, Westonbirt Arboretum.

Background: Some groups for various reasons, some cultural, prefer to walk in single sex groups. Forestry Commission England staff offered various groups the opportunity to have guided walks on the estate.

Action (including groups engaged, how they have been engaged, and aim of initiative/project): West Midlands District at Rosliston Forest have an Asian Men's walking group which meet every Wednesday, and use Rosliston Forest every other Wednesday. During the other Wednesday they use other sites within the National Forest, many of which are FC owned.

Rosliston also hosts an Asian ladies' walking group, which meet during the summer months and spend every Tuesday at Rosliston.

Sherwood Forest District works with "Walks for Women" which is run in partnership with Doncaster Metropolitan Council. It's a year-long programme of walks based around the Borough. They have run three walks as part of this programme throughout the year at Bodsworth and Bentley Community Woodlands.

Westonbirt offered a guided walk for an Asian women's group, who were part of a Wiltshire Wildlife Trust project. The groups specifically asked for a female guide and use of private facilities.

Objective/(s): To offer single sex groups the opportunity to enjoy the facilities and services available on the FC estate.

The "Walks for Women" programme aims to encourage women to get out into the natural environment to participate in walks ranging from 2 miles to 10 miles.

Outcome: Walks for Women have attracted over 40 women to the walks run on the FC sites.

Many more people have enjoyed the wooded environment and are walking to maintain healthy lifestyles.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 3

Initiative/Project Name: **Offenders and Nature**

FC Department: North West Region

Background: Forestry Commission England is part of a wider initiative of environmental organisations working to provide conservation opportunities for offenders at various institutions across the North West.

Action (including groups engaged, how they have been engaged, and aim of initiative/project): Groups of male prisoners from Haverigg Prison in Cumbria (max of 6) come and work on the FC estate undertaking various conservation type activities. We have also just started working with Kirkham prison in Lancashire. The offenders work on a variety of sites across the Region, managed by other organisations including the Wildlife Trusts and County Council sites. FCE are leading on the development of this outworking partnership.

Objective/(s): To provide meaningful and purposeful activity for offenders in various institutions across the North West

To provide environmental organisations with skills and labour required to undertake various management and maintenance tasks on their estate for the purpose of conservation.

Outcome: Prisoners developed new skills and confidence, which assist in their rehabilitation, and return to work and life after serving their term in prison.

Project Time, Funding, Evaluation & Future Plans: Future plans involve developing a more formal plan of activity with prisoners and offenders including offering training opportunities to develop new skills for future employment.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 4

Initiative/Project Name: "Dads" activities

FC Department: South East Forest District, Kielder Forest District.

Background: We have found events focussed at Dads and their children useful to promote opportunities for Dads to get more involved with their children and learn new skills and activities. For example learning bushcraft activities. Some of these events have been successfully promoted for Father's Day.

Action (including groups engaged, how they have been engaged, and aim of initiative/project): South East Forest District use an independent organisation to run a "Dads and Lads" weekend of bushcraft in Wendover Woods in Buckinghamshire.

In April 2009, Leem Lane Children's Centre brought a dads and kids group (28 adults and 28 children) to Chopwell Wood for an activity day. Chopwell Wood is also offering a Dad's Den building Day in June 2009.

Objective/(s): To provide opportunities for male family members to enjoy activities together, specifically fathers and sons.

Outcome: Fathers having the confidence to try new outdoor activities with their children.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 5

Initiative/Project Name: Working with the Women's Institute, and other female social groups, including the Girl Guiding Association.

FC Department: North West Forest District, New Forest Forest District, Kielder Forest District, Bedgebury Forest.

Background: The Women's Institute and other female social groups are organisations that various FC Forest Districts have engaged with, offering talks and presentations to practical hands-on conservation volunteering.

Action (including groups engaged, how they have been engaged, and aim of initiative/project): After a FC Ranger giving a talk at a local community hall, in March 2009, six ladies from the Moore and Daresbury WI transplanted primroses from a nearby tree nursery to FC's Upper Moss side site. The ladies often get involved in other tasks and provide the FC Ranger with local native plants to plant and enhance the site.

New Forest Forest District gave a presentation and slideshow to 30 members of the Langley WI in July 2008. In February 2008, FC England staff gave a slideshow presentation to 40 members of the Hythe Wives Social Club.

Over 40 ladies from Penrith's WI attended a talk and tour of the observatory at Kielder Forest and Water Park to see the telescopes in action, in November 2008.

Bedgebury education service has worked with local Brownies and Guides over the year offering a range of activities and events.

Objective/(s): To engage with new audiences through existing organised groups.

Outcome: More people involved and aware of sustainable forest management and the opportunities the FC offers.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 6

Initiative/Project Name: "Mums" activities

FC Department: Kielder Forest Districts, New Forest Forest District, South East Forest District.

Background: We have found events promoted to Mums, useful to engage with new Mums who wish to lose weight and get fit after pregnancy but also to encourage Mums and their children to discover the woodland environment and enjoy social interaction with other Mums and their children. These events are not exclusive to Mums as some fathers attend the pushchair walks too.

Action (including groups engaged, how they have been engaged, and aim of initiative/project): Chopwell Wood promoted an event on Mother's Day: 'Monsters on Mother Day' and 11 children, 7 mothers and 4 fathers participated.

A group of businesswomen, called 'Networking Mummies Dorset' supported the Meningitis Trust by taking part in a three-quarters of a mile Toddle Waddle at Moors Valley Country Park.

Buggycise classes are run at Alice Holt forest near Farnham, they are a fresh air alternative to post natal exercises.

Objective/(s): To offer an alternative environment for Mums and children to enjoy the forest environment and get fit and feel good.

Outcome: More people benefiting from having access to the forest environment for their health and wellbeing.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 7

Initiative/Project Name: **Rehabilitation activities**

FC Department: Red Rose Community Forest.

Background: The Salford Heath Health Improvement team, from the PCT, approached Red Rose Forest. The Salford Heath Health have been targeting long term unemployed men, most of whom have a drug/alcohol/health or social problem, with the idea of giving them purposeful and meaningful activity to develop their skills and confidence as part of their rehabilitation.

Action (including groups engaged, how they have been engaged, and aim of initiative/project): The men's group have an allotment site near to Ashton's Field, a new community woodland in Little Hulton, Salford, Greater Manchester. The group meet weekly and we have done some hedge planting at their site and are planning to do some work on the Community Woodland in the future. The Group also helped out with setting up for the site's Fun day in April.

Objective/(s): To use horticulture and conservation volunteering as a means of providing purposeful activity for men recovering from various health problems.

Outcome: 12 men are regularly attending weekly sessions and have undertaken various site improvements and got involved in wider community events.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 8

Initiative/Project Name: **Working with the LGBT community**

FC Department: Sherwood Forest District.

Background: Sherwood Forest District staff recognised that LGBT groups were under-represented within the range of groups that they work with to provide events and activities on the FC Estate.

Action (including groups engaged, how they have been engaged, and aim of initiative/project): An FC Ranger used the internet to identify national lesbian and gay groups who had an interest in the outdoors and approached three groups to let them know what we offered. The Secretary of the national groups provided more local details and the ranger made contact. Two lesbian groups: Camping Women from Sheffield and the Hyking Dykes from Nottingham were keen to pursue the offer. In May 2009, the Hyking Dykes, over 25 women, spent a day orienteering and walking with some bushcraft activities at Shirebrook. In June 2009 the Camping Women are bringing a group of 10-15.

Objective/(s): To engage a new group with the work of the Forestry Commission and to promote the range of activities and services on offer.

Outcome: Two groups of lesbian women are now more aware of the FC and the work it does.

Project Time, Funding, Evaluation & Future Plans: The Hyking Dykes were impressed with the range of activities on offer and are keen to take part with some practical conservation work in the future, for example, wildlife surveys.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 9

Initiative/Project Name: **Den Building**

FC Department: Coed Y Mynydd, Recreation, Coed y Brenin Visitor Centre.

Background: Part of the Events programme.

Action (including groups engaged, how they have been engaged, and aim of initiative/project): Event open to the general public as part of events programme and marketed for Fathers Day. Participants were mostly groups of Dad and lads with one group being three generations, Granddad, Dad and son.

Objective/(s): To encourage parents to interact with their children in the outdoor environment.

Outcome: Competitive nature led to some fantastic dens.

Project Time, Funding, Evaluation & Future Plans: Event part of programme run in-house, therefore minimal funding needed. Event has been put on programme again for 2009 but for double the number of times.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 10

Initiative/Project Name: Pram Walks

FC Department: Coed Y Mynydd, Recreation, Coed y Brenin Visitor Centre.

Background: Part of the Events programme.

Action (including groups engaged, how they have been engaged, and aim of initiative/project): Run in conjunction with Meirionnydd Health Visitors. The aim was to engage young Mums to meet socially while enjoying the benefits of the forest. The Mums were targeted by Health Visitors as well as general publicity through our website and events brochure.

Objective/(s): To introduce young Mums to the benefits of walking and being out doors with their children.

Outcome: Positively received, and many 'Mums' making return visits with the rest of the family.

Project Time, Funding, Evaluation & Future Plans: Four walks were arranged last year, during term time and timed to enable 'Mums' to get home for older siblings. Evaluation carried out by the lead Health Visitor concluded it was a worthwhile exercise, but difficult to get Mums to travel out to the forest despite the easy availability of public transport. There are currently no plans to carry out any walks this year, as the Health Visitors have changed roles and moved location. However in conjunction with one of the original Mums involved we are now running 'Rattle & Rhyme' Sessions.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 11

Initiative/Project Name: **Engagement with women's Hindu group.**

FC Department: Central Scotland Conservancy.

Background: Analysis of census data reveals that Scotland's South Asian population is mainly Pakistani, with a large minority of Indian people and a small minority of Bangladeshis. As a whole South Asians are concentrated in the inner cities and are less affluent than the general population. In addition to this visitor statistics for the National Estate show that only 1% of visitors are from a BME background when 2% of the population is from a BME background.

Accessing woodlands and forests has been shown to have a positive impact on health and wellbeing and affords the opportunity to take part in different types of physical activity. Which will be of great benefit to the South Asian population as they are more at risk from type II diabetes and coronary heart disease.

Action (including groups engaged, how they have been engaged, and aim of initiative/project):

Aim – Engage with women's Hindu group, to promote the benefits of accessing woodland and forest for health and well being.

- Production of radio adverts in English and Punjabi promoting the wider Kush Dil initiative.
- Adverts aired for two 4 week blocks on Awaz FM
- Production of promotional leaflet and poster to promote the engagement. Adapting current FCS format and including appropriate photos of groups accessing woodlands and forest.
- 30 min radio programme, to promote the engagement including interviews with group leaders who have been involved with 1st time woodland visits.
- Article to be produced for Awaz FM monthly newsletter.
- Banner on Awaz FM website promoting the initiative and linking to FC website.
- Engage with a variety of South Asian groups in Glasgow.
- Organise 1st time woodland visits to WIAT and national estate.
- Explore possibility of attending the Glasgow Mela.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Engagement with women's Hindu group (continued)Objective/(s):

- Engage with the South Asian population in Glasgow.
- Facilitate first time woodland visits.
- Provide presentations to raise the profile of FCS and what we do.
- Encourage groups to access their local woodlands.

Outcome:

- Presentation given to a women's Hindu group.
- First time visit to an urban woodland in Glasgow.
- First time visit to national estate, David Marshall Lodge.
- Attendance at Glasgow Mela.
- Production of radio adverts, radio programme, leaflets, posters, 3 articles in monthly Awaz FM newsletter.
- Press coverage in Herald and Eastern Eye Scotland.
- Video footage of visits to urban woodland and national estate.

Project Time, Funding, Evaluation & Future Plans: January – June 2008.

Funding from Central Conservancy £8K. Future - plan submitted and approved to employ and engagement officer for 3 years commencing April 2009.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Example 12

Initiative/Project Name: Diversity Training

FC Department: HR – Learning and Development.

Background: The Forestry Commission has introduced four levels of diversity training with the intention that every member of staff will attend the appropriate level. The courses have been developed in house and two diversity trainers have been recruited to roll this programme out across the Forestry Commission. The programme will take 15 months to deliver. Meanwhile the new entrants' induction course has been updated to include the diversity strategy. This will ensure that all new recruits in future will be aware of the Forestry Commission's values.

Action (including groups engaged, how they have been engaged, and aim of initiative/project): The aim of the level 1 training is to understand why diversity is important and what everyone's role is in promoting diversity. The target group is all staff. The key issues at level one are to ensure that all staff feel comfortable being able to identify appropriate language and behaviour in the Forestry Commission. The level 2 training is aimed at managers and people involved in policy or external communications, so that they can promote diversity and are able to challenge behaviours. These themes are also captured in the training that has been designed with our recreation staff. This is a slightly longer course and uses real life examples to ensure that our recreation staff are champions for diversity and access to our forests. They are given the opportunity to explore real issues of our customers and the challenges that they face.

The level 3 training is aimed at more senior managers where there is an even greater exploration of diversity and managers are encouraged to develop an awareness of institutional discrimination. The training promotes an understanding of the strategic implications of diversity and equality and the potential impact on the business. The final tier is the level 4 training and policy staff are encouraged to promote the requirements and processes of undertaking impact assessments when preparing strategy, policy and practice. This training also allows participants to develop skills and knowledge to take account of legislative requirements on the organisation's activities including tools for identifying and engaging with relevant stakeholder groups.

Appendix 2

Best practice examples of gender initiatives during 2008/09

Diversity Training (continued)

Objective/(s): To raise awareness of diversity in the Forestry Commission and to promote a culture that is open, fair and respectful to all.

Outcome: We are now 6 months into the 15-month programme and the course has gone well. It has been well received by staff. We have recognised the need to tailor the course material for each of the 3 countries in GB that we cover.

Project Time, Funding, Evaluation & Future Plans: Project time of 15 months. We receive online evaluation from course delegates and we review the programme with our customer, the Diversity team.