

1.0 Introduction

- 1.1 The Forestry Commission's Race Equality Scheme 2005 – 2008 outlines the Commission's commitment to both the general and specific Race Equality Duties.
- 1.2 The Scheme also outlines details how the Commission will:
- address the requirements of the Race 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 Race Relations (Amendment) Act 2000.
- 1.3 The purpose of this report is to detail progress made against the targets detailed under 1.2 above, and to highlight some examples of good practice through various initiatives undertaken during 2007.

2.0 Background

- 2.1 In 2000 the Race Relations (Amendment) Act introduced a general Race Equality duty. This general duty called for public bodies to declare their commitment to the promotion of race equality, and for them to undertake that in carrying out their functions they would have due regard for the need to:
- eliminate unlawful race discrimination;
 - promote equality of opportunity; and
 - promote good relations between persons of different racial groups.
- 2.2 Specific duties detailed in the Act called for public bodies to:
- assess all existing and future functions and policies through use of a Race Equality Impact Assessment tool to ensure that as far as reasonably possible no such function or policy of the Commission would adversely affect any client, member of the public, employee or other stakeholder irrespective of their race, disability, gender, age, sexual orientation, or religion/belief;
 - ensure that right from the beginning of a project consultation of stakeholders was proactively carried out, such consultations including all reasonable steps to include hard to reach communities;
 - create effective and robust monitoring and evaluation procedures as well as improved methods of information gathering and analysis thereof; and
 - publish the results of Race Equality Impact Assessments, annual Race Equality Monitoring Reports, and review of the Race Equality Scheme every three-year period.

- 2.3 As required by law this is the Forestry Commission's 2007 Annual Monitoring report which will be published on the Commission's web-site as well as the intranet. Hard copies will be displayed in all our area offices and a copy submitted by registered mail to the Equality & Human Rights Commission in Glasgow, Birmingham and Cardiff.
- 2.4 Any enquiries about this report should be directed to the Commission's new dedicated lead Diversity Manager at Silvan House, Edinburgh.

3.0 The Race Equality Employment Monitoring Duty Statistics

3.1 STAFF IN POST (as at 31 March 2007)

	Number	Male	Female
White			
Any white background	3,257	2,232	1,025
Mixed			
White & Black Caribbean	0	0	0
White & Black African	1	1	0
White & Asian	1	1	0
Other Mixed Background	0	0	0
Asian or Asian British			
Indian	2	1	1
Pakistani	6	4	2
Bangladeshi	0	0	0
Other Asian Background	2	0	2
Black or Black British			
Black Caribbean	0	0	0
Black African	2	2	0
Other Black	1	1	0
Chinese or Other Ethnic Group			
Chinese	3	1	2
Other Ethnic Group	2	1	1
No Response	2	2	0
Total	3,279	2,246	1,033

Source: Forestry Commission HR, Edinburgh, 2007

3.2 APPLICANTS FOR EMPLOYMENT (INTERVIEWED & EMPLOYED) 2006/07

	Applicants	Interviewed	Employed
White			
Any white background	3,205	493	130
Mixed			
White & Black Caribbean	0	0	0
White & Black African	0	0	0
White & Asian	2	0	0
Other Mixed Background	23	1	0
Asian or Asian British			
Indian	32	4	0
Pakistani	29	3	1
Bangladeshi	3	1	0
Other Asian Background	25	2	0
Black or Black British			
Black Caribbean	5	2	0
Black African	26	3	1
Other Black	0	0	0
Chinese or Other Ethnic Group			
Chinese	18	1	0
Other Ethnic Group	4	0	0
No Response	66	Not Known	0
Total	3,438	510	132

Source: Forestry Commission HR, Edinburgh, 2007

3.3 STAFF WHO APPLIED FOR AND RECEIVED TRAINING 2006/07

	Total Applicants Internal training	Total Trained Internal training
White		
Any white background	1,222	1,222
Mixed		
White & Black Caribbean	0	0
White & Black African	0	0
White & Asian	0	0
Other Mixed Background	0	0
Asian or Asian British		
Indian	0	0
Pakistani	0	0
Bangladeshi	0	0
Other Asian Background	3	3
Black or Black British		
Black Caribbean	0	0
Black African	2	2
Other Black	0	0
Chinese or Other Ethnic Group		
Chinese	0	0
Other Ethnic Group	4	4
Total	1,231	1,231

Source: Forestry Commission HR, Edinburgh, 2007

3.4 STAFF WHO APPLIED FOR AND RECEIVED TRAINING 2006/07

	Applicants	Interviewed	Promoted
White			
Any white background	214	167	101
Mixed			
White & Black Caribbean	0	0	0
White & Black African	0	0	0
White & Asian	0	0	0
Other Mixed Background	0	0	0
Asian or Asian British			
Indian	0	0	0
Pakistani	0	0	0
Bangladeshi	0	0	0
Other Asian Background	0	0	0
Black or Black British			
Black Caribbean	0	0	0
Black African	0	0	0
Other Black	0	0	0
Chinese or Other Ethnic Group			
Chinese	0	0	0
Other Ethnic Group	1	1	1
No Response	0	0	0
Total	215	168	102

Source: Forestry Commission HR, Edinburgh, 2007

3.5 PERFORMANCE ASSESSMENT PROCEDURES 2006/07

	Male			Female		
	Top Performer	Good Performer	Not Fully Effective	Top Performer	Good Performer	Not Fully Effective
White						
Any white background	530	1,485	15	245	618	5
Mixed						
White & Black Caribbean	0	0	0	0	0	0
White & Black African	0	0	0	0	0	0
White & Asian	0	1	0	0	0	0
Other Mixed Background	0	0	0	0	0	0
Asian or Asian British						
Indian	0	0	0	0	1	0
Pakistani	0	1	0	1	1	0
Bangladeshi	0	0	0	0	0	0
Other Asian Background	0	0	0	1	1	0
Black or Black British						
Black Caribbean						
Black African	0	2	0	0	0	0
Other Black	0	1	0	0	0	0
Chinese or Other Ethnic Group						
Chinese	0	1	0	0	2	0
Other Ethnic Group	0	0	0	0	4	0
No Response	0	0	0	0	0	0
Total	530	1,491	15	247	627	5

Source: Forestry Commission HR, Edinburgh, 2007

3.6 STAFF INVOLVED IN GRIEVANCE PROCEDURES AND SUBJECT TO DISCIPLINARY PROCEDURES 2006/07

	Number of Grievances	Number subject to disciplinary procedures
White		
Any white background	7	14
Mixed		
White & Black Caribbean	0	0
White & Black African	0	0
White & Asian	0	0
Other Mixed Background	0	0
Asian or Asian British		
Indian	0	0
Pakistani	0	0
Bangladeshi	0	0
Other Asian Background	0	0
Black or Black British		
Black Caribbean	0	0
Black African	0	0
Other Black	0	0
Chinese or Other Ethnic Group		
Chinese	0	0
Other Ethnic Group	1	0
Total	8	14

Source: Forestry Commission HR, Edinburgh, 2007

3.7 MEMBERS OF STAFF WHO LEFT (LEAVERS) 2006/07

	Numbers who cease employment	Number of male leavers	Number of female leavers
White			
Any white background	625	394	231
Mixed			
White & Black Caribbean	0	0	0
White & Black African	0	0	0
White & Asian	0	0	0
Other Mixed Background	0	0	0
Asian or Asian British			
Indian	1	1	0
Pakistani	0	0	0
Bangladeshi	0	0	0
Other Asian Background	1	0	1
Black or Black British			
Black Caribbean	0	0	0
Black African	1	1	0
Other Black	0	0	0
Chinese or Other Ethnic Group			
Chinese	0	0	0
Other Ethnic Group	0	0	0
No Response	94	83	11
Total	722	479	243

Source: Forestry Commission HR, Edinburgh, 2007

3.8 MEMBERS OF STAFF BY GRADE 2006/07

	Senior Staff Group	Pay Band 1	Pay Band 2	Pay Band 3	Pay Band 4	Pay Band 5	Pay Band 6	Pay Band 7	Forestry Commissioners
White									
Any white background	17	26	111	177	332	709	1,713	169	6
Mixed									
White & Black Caribbean	0	0	0	0	0	0	0	0	0
White & Black African	0	0	0	0	0	0	1	0	0
White & Asian	0	0	0	0	0	1	0	0	0
Other Mixed Background	0	0	0	0	0	0	0	0	0
Asian or Asian British									
Indian	0	0	0	0	0	0	1	0	0
Pakistani	0	0	0	1	2	1	3	0	0
Bangladeshi	0	0	0	0	0	0	0	0	0
Other Asian Background	0	0	0	0	0	0	1	0	1
Black or Black British									
Black Caribbean	0	0	0	0	0	0	0	0	0
Black African	0	0	0	0	0	2	0	0	0
Other Black	0	0	0	0	0	0	1	0	0
Chinese or Other Ethnic Group									
Chinese	0	0	0	0	0	2	0	0	0
Other Ethnic Group	0	0	0	0	0	1	1	0	0
No Response	0	0	0	0	0	0	0	0	2
Total	17	26	111	178	334	716	1,721	169	7

Source: Forestry Commission HR, Edinburgh, 2007

4.0 Education Initiatives

- 4.1 Throughout GB, the Forestry Commission (FC) offers a wide range of exciting learning activities. Not only does the FC work with young people both in and outside of school, it also seeks to develop lifelong learning programmes, especially through recreation and health. Led by experienced staff, our education programme is designed to encourage exploration of woods and the life within them through safe, hands-on activities.
- 4.2 In addition, for many years the FC has worked with schools, helping to make links to woods and forests. Current education strategies have been developed in line with the priorities of the administrations in Scotland, England and Wales. The strategies guide our work with young people, in primary and secondary schools, outside school and provide a cornerstone for the Forestry Commission to develop lifelong learning programmes.
- 4.3 Our approach to using woods for learning is based on the several key principles, and a key priority for the organisation in recent years has been to reach-out and improve engagement with diverse communities.
- 4.4 This has been an immense challenge, but also incredibly rewarding. Our educational strategies and programmes in Scotland, England and Wales have engaged on many different levels, and some key projects are highlighted below.

Case Study 1: Education service on the public forest estate

FCE provide an education service at a number of key sites across England. The service currently varies but generally includes elements of the following:

- Ranger led activities – schools apply and pay for the opportunity
- Ranger led activities – open to everybody
- Facilitated visits for schools – encouraging teachers to lead activities themselves in the wooded environment

In Districts closer to urban areas we know that the school groups do contain children from a BME background but we currently do not collect that type of data from the schools or individuals. For example: The Education teams at Cannock, Wyre and Rosliston – have very diverse groups in terms of both ethnicity, social background and ability.

We currently do not hold statistics nationally on where the schools come from and their pupil demographic. However we are in the process of developing a national system to capture this type of data and demographic data on pupils and schools will be included. The baseline collection of this information will not be ready until late spring 2008.

Case Study 2: Peterborough City Council

Peterborough City Council in partnership with the Wildlife Trust, Woodland Trust and Forest School East have been working for the past year to set a vision for 5 Forest School sites throughout Peterborough City. According to the Government Office for the East of England, Peterborough is one of the most deprived areas in the East of England. Peterborough has a significant Black Minority Ethnic (BME) population and has a network of refugees and asylum seekers.

FC funding has enabled the partnership to identify 5 Forest School sites, each site links into a number of schools and pre-schools in Peterborough City. It is estimated that 22 schools will benefit from Forest School sessions. All schools have a significant number of BME pupils.

WIG funding has provided money for equipment such as waterproof coats and trousers, First Aid kits, water carriers and tarpaulins. WIG funding will also enable 3 primary schools teachers gain their Level 3 Forest School Practitioners Award.



Photograph Source: Case Study 3: Black Environment Network, Scotland

Case Study 3: Black Environment Network, Scotland

(Heritage Education Access Project (HEAP) Summary Case Study 2 Theme Natural Heritage Education: Queen Elizabeth Forest Park)

MACARA is a girls youth group based at the Dundee International Women's Centre, in the city centre. The girls range from 12 – 21 years of age and come from various family backgrounds. Apart from coming from a Muslim background the girls had one other thing in common, they had never experienced the "great outdoors" (camping, hill walking, wildlife, rock climbing etc.).

This project involved a day visit to the Queen Elizabeth Forest Park for the MACARA group, consisting of eleven girls and two youth workers. The day started with a brief welcome and introduction to the Queen Elizabeth Forest Park by the forest ranger. The group then set out on their woodland walk along the riverbank before heading inland, stopping at various points discussing the native trees and wildlife. The group was very enthusiastic asking a lot of questions in their 3-mile trek.

Once returning to the lodge and having spent some time at the visitor centre and lunch the group embarked upon the tree fencing activity. The ranger gave a demonstration and the group was split into three teams. Each team was given a small area to work in and each team managed to fence approximately 15 trees.

The ranger who led the activities was thoroughly prepared and made the group very welcome and got them involved right from the start. Her leadership skills were very friendly and the whole group benefited from this. The girls too came prepared with change of clothing and footwear. Along with the attitude and determination of not letting the surroundings and conditions hamper their enjoyment.

Macara enjoyed the day immensely. They have had a limited experience of the great outdoors and this trip made an impression on them (they still talk about it today). Most of them enjoyed the practical aspect of it as well, such as the tree fencing. They felt that they were participating in nature and help out, which thrilled them. Some of them really enjoyed looking for animal tracks and animal signs.

The initial date for the visit was postponed a day before, due to severe weather conditions. It was important to ensure that this first visit for the group was a positive experience and trekking through heavy rain and cold winds is an arduous journey for a seasoned campaigner, let alone a young girls group on their first experience of a Scottish Forest Park.

Partner Organisations

1. Dundee International Women's Centre Youth Project (MACARA)
2. Queen Elizabeth Forest Park , Forestry Commission Scotland
3. BEN(HEAP project)

Case Study 4: Forest School at Kitchener Primary School, Cardiff

Kitchener Primary is a school in Riverside, close to Cardiff City centre, with a very high BME intake, with children from a very broad ethnic mix. In 2004, Julie Edwards, as the schools' English as a Second Language co-ordinator, trained to become a Forest School Leader, alongside one of our new FCW Education Officers, Sheena O'Leary, on one of our FCW organised Forest School Leader training courses

Having made the link with Forestry Commission Wales, Sheena and others members of the Woodlands for Learning Team were able to help Julie set up a Forest School site next to their school. FCW provided materials such as wood and kindling, and helped develop a willow arch and tunnel on site. The Forest School programme at Kitchener Primary school now runs completely independently – and gives children from a wide range of ethnic backgrounds first hand woodland experiences – right on their doorstep in the middle of Cardiff!

The Forest School at Kitchener primary was featured in a DVD produced by FCW, illustrating how the Forest School approach can be used in a wide range of woodland settings and provide real and lasting benefits for participants.

- 4.5 In addition to the case studies noted above the following table demonstrates progress in other general initiatives.

5.0 Progress in General Initiatives

Project	Aims	Status of work
Investigation into the application of the FC's Race Equality Scheme	Identify factors/barriers that influence BME access to woodlands and other FC services; to understand FC attitudes and perceptions towards woodland use; to identify best practice, and to make recommendations to FC.	Completed. Seen by FC Executive Board.
New Pathways to health and well-being in Scotland	Action research to understand and overcome barriers to accessing woodlands focusing on people who are underrepresented woodland users. The work highlights the complex social and cultural factors that can limit people's opportunity of accessing woodlands.	Undertaken by an independent consultant.
Active England project evaluation	Five woodlands in England are the focus for Active England projects over three years. Underrepresented groups in physical activity (such as women, girls, over forty five year olds and black and minority ethnic groups) are being encouraged to become more active by getting involved in health walks and other activities. Early results of research show that outreach work in communities can enable people to access woods and begin activity.	Currently undertaking the evaluation of this work which will be completed in mid 2008.
Methuselah	Indicator framework is being adapted to monitor the 'communities and places' theme of England's strategy for trees, woods and forests. The framework will include indicators relevant to diversity.	On-going and involves FR's Environment and Human Science Division. A workshop on the indicator framework will be held on 30 th October 2007.
Urban habitat networks for people and biodiversity (SNIFFER)	Uses a typology of users based on likely distances they are able/prepared to travel to use urban greenspace. From the project it will be possible to make an assessment of the accessibility of urban greenspace for people living in Edinburgh according to different socio-demographic characteristics (such as social deprivation, income, health, and age).	A social science researcher is working on this project which is managed by FR's Woodland Ecology Division. The work is funded by SNIFFER.

6.0 Progress against Race Equality Scheme Action Plan

- 6.1 Progress against actions outlined within the 3-year Race Equality Action Plan has been variable. This has been due in no small part to the absence of a dedicated Diversity Manager, a position that has now been addressed.
- 6.2 However, as can be seen from the attached appendix, a great deal of has been achieved, particularly with regard to social research, identifying stakeholders, local initiatives and so forth.
- 6.2 Within the first three-six months of appointment the Diversity Manager intends to revise the actions outlined in the existing action plan, and to introduce a robust Equality Impact Assessment process along with mandatory Equality Impact Assessment staff awareness raising and training programme.
- 6.3 This will support and drive the organisation forward in the equality and diversity agenda and will allow for a reviewed 'SMART'- based Race Equality Action Plan to compliment the reviewed Race Equality Scheme.
- 6.4 Following full consultation process, evaluation and review procedures the reviewed Race Equality Scheme and Action Plan for the period 2008 – 2011 will be published no later than 30 November 2008.

7.0 Summary

- 7.1 This report detailing employment monitoring data and progress in meeting the Race Equality Duty both general and specific supports the Forestry Commission's aim of supporting and encouraging equality of opportunity and diversity of workforce and business planning and delivery.
- 7.2 This report meets the Commission's statutory duty under the Race Relations (Amendment) Act 2000 and other relevant equality and diversity legislation to publish an annual monitoring report that includes employment monitoring data.

8.0 Contact Details

- 8.1 Questions relating to the content of this report should be directed to:

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EXAMPLES OF EDUCATION AND OTHER INITIATIVES

Social Science

The Forestry Commission has had a leading role promoting understanding of equality and diversity in the countryside. To this end, one of the key roles in our small team of GB Policy Advisers is the Principal Adviser on Land Use and Social Research. The main responsibilities of this role are to advise the Forestry Commission on meeting the Government's social policy objectives and to provide research and information to FC managers to enable them to do so.

This key policy adviser for the FC has been a leader in this field both within and outwith the FC. In 2002 he led a multi-agency research project, supported by outdoor agencies across the UK, on social inclusion in the countryside. The FC co-funded and was represented on the advisory and steering groups for the Countryside Agency's major research programme on diversity in the countryside. The Adviser is also on the advisory board of the OPENspace Research Institute in Edinburgh, which has a contract with the Forestry Commission to provide advice and research on diversity and inclusion to FC Managers. OPENspace were used in the development of the Scottish Forestry Strategy, where they undertook primary research among ethnic groups whom we thought might not feel confident in contributing to the consultation and they also advised on other aspects of inclusion and on the design of the consultation process.

In order to support the Adviser on the creation of appropriate policy, and encourage best practice across the Forestry Commission, our Research Agency has a well-established Social and Economic Research Group.

The Group comprises nine experienced postgraduate researchers (seven postdoctoral), with two more postgraduate appointments currently being made. One of the new social scientist posts will focus solely on diversity issues. This post is full-time, for an initial period of three years.

A considerable amount of completed and current work by the Group relates to the diversity agenda. A summary of projects is attached for information. Areas that have been covered in depth are barriers to non-participation in use of woodlands; race and disability; non-legislated areas of diversity with special focus on offenders and mental health; and innovative approaches to monitoring and evaluation.

We are also making headway in improving the diversity and scope of the recreational opportunities on the FC estate. Details of five recent projects that we are particularly proud of can be found by following the attached link [Light Up The Wood](#), and by reading the attached case studies Faith Woodlands and THERAPI Project.

Bedgebury Forest and Pinetum

The Friends of Bedgebury Pinetum give the education department £3000 every year which allows FC to offer £200 Travel Bursaries to schools from deprived areas (as defined by above average percentage free school meal eligibility - this was the measure which was recommended by both local county councils).

This has allowed a number of groups to visit us which would not otherwise have been able to afford to do so, many of which have come from inner London and contained significant numbers of people from a BME background. A classic example of this is the Ebony Horse Club, a riding club from one of the most deprived wards in Brixton. They visited in August 07 and took part in our team building programme. The group contained a very high proportion of adults and children from BME populations. The visit was so successful that word of mouth feedback from the adults accompanying the group has led to other similar groups visiting too, to take part in team building.

BTCV are bringing groups of young Asylum seekers under the Young Roots Program funded by Lottery to Bedgebury Pinetum in Kent. They will be doing some basic conservation and maintenance work in the Pinetum and also offer led walks for each group explaining more about the work we do. Seven young men have attended so far, all under 18, who arrived in this country unaccompanied. Countries represented were Iraq (1), Eritrea (3), Sudan (2) and Sri Lanka (1).

Salcey

Facilitated visits have been undertaken to Salcey Forest from a young Somali mens group and Afro-Caribbean children's group. Staff arranged activities like sensory walks, played games (& the Asian Elders brought along the most enormous amount of food for a picnic).

FC staff, based at Salcey Forest, have established links with a centre for Asian people – the group came along initially as a result of a FR research project, but now come along at least once a month, and invite our staff along to their celebrations at their centre.

Cannock

Route to health project Cannock Chase involved BME and disabled groups on (report on internet under FCE Active Woods). Now over 40 target groups have been involved, including socially deprived, young carers, probation service, adults with special needs, children with learning difficulties, rehabilitation centre, millennium volunteers, retirement groups etc.

Cannock have a developed a Sound project, which is working with sound artists to make tracks and engage inner city ethnically diverse groups with open space and forest.

Rosliston

Rosliston Forestry Centre in South Derbyshire have lots of examples including Asian walking groups (separate male and female), cultural events including holding Chinese New Year celebrations, adoption of sensory area by group of adults with learning difficulties, community engagement projects using art including with the Caribbean association of Burton, Chinese community and mining communities.

Rosliston have also created a high quality forest lodge accommodation for groups with disabilities (very high spec, adjustable kitchen work tops, shower rooms, electric beds, hoists etc).

North York Moors

Diwali @ Guisborough: Staff ran a joint event with FC & Redcar & Cleveland Borough Council. They invited three local schools to learn about and participate in Diwali at Guisborough Forest.

Haldon Forest Park, near Exeter, Devon

A partnership developed between the Olive Tree foundation (who represent BME groups in the Exeter area) and the Forestry Commission. It's based on the idea of 'walk, talk, lunch' visits for various groups the olive tree foundation work with. The sessions were aimed at Mums groups and taken up by a group of Turkish mums. Two walks were led and FC funded transport, a ranger and food from a Turkish restaurant for visits. The programme hopefully being rolled out to other groups in the new year, for example Chinese and Islamic communities.

The site hosted two traveller (new and Romany) liaison events and one Shelter (homeless organisation) led training event. FC provided Ranger child care for traveller children and food for the event.

Plymouth Brethren, a local faith group, used Haldon Forest as a venue for their annual community celebration and the children led family and friends around two walking trails. Approximately 450 people attended and after the event ate together in a marquee on site.