

Forestry Commission Equality Impact Assessment Publishing Template

Name of policy, function or service

Management Development Programme

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

- Developing the competency of managers to undertake their current role effectively
- Preparing managers to undertake new roles at the same or higher grade
- Equipping managers to deal with major organisational change
- Increasing the employability of managers
- Developing 'talent pools' for future senior staff positions
- Maintaining the motivation and commitment of managers who are effective in their role but whose career may have plateaued for a number of legitimate reasons

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

Managers who participate in the programme are expected to benefit through greater knowledge and understanding of management best practice, which should result in greater effectiveness in terms of managing people, resources and time. All people managed by participants should benefit from having managers who are equipped to manage competently and confidently. This should result in lower sickness levels, increase productivity, increased motivation and a more engaged workforce

Information and Data (evidence) used

Data gathered from FC Equality & Diversity team on six strands of diversity and compared against data gathered from MDP population.

Summary of Impact

The MDP will have a beneficial impact on all six strands of diversity, but this will be a fairly minimal impact on any specific group.

Monitoring/Evaluation

Annually - September

Further Information

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