

# Equality Impact Assessment summary

## Step 10

### Name of policy, function or service

*Our Purpose and Direction* – the Corporate Plan for FC Wales 2009-2012

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

The corporate Plan sets out the corporate actions and programmes by which Forestry Commission Wales will help to deliver *Woodlands for Wales* – the Wales woodland strategy, and other Welsh Assembly government policy.

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

- The Welsh population will benefit, including diversity groups, with the Woodlands for People section being the focus of inclusive and equitable delivery of the corporate aims and objectives of FCW.
- FCW staff will benefit from the corporate plan as it sets out the aims and objectives and corporate programmes of the organisation to deliver towards the outcomes of the Wales woodland strategy thereby putting into context their own roles and responsibilities. It also ensures that equality and diversity issues have been considered in relation to our own staff.
- Private woodland owners and businesses operating in the forest sector will benefit through clarification of the aims and objectives, and also the roles and responsibilities of FCW staff in relation to their interests.

### Information and Data (evidence) used

#### **AGE**

- Wales mid year estimates 2007. (**statswales.gov.uk**), **Office of National Statistics**
- *A brief analysis of Demographic Equality Strands (2006)* **National Assembly for Wales**
- Forestry Commission survey of visitors to Welsh Assembly Woodlands (2004) **Forestry Commission**
- *A statistical focus on older people in Wales* Statistics for Wales, **Welsh Assembly Government 2008**
- *Social exclusion in the countryside*, **Bill Slee (2002) Countryside Recreation Vol. 10.**
- *Tackling coronary heart disease in Wales, Implementing through evidence*, **WAG (2001),**
- *National Service Framework for Diabetes in Wales*, **WAG (2003)**
- *Healthy Ageing Action Plan for Wales*, **WAG 2005**
- An evaluation of Cydcoed: the social and economic benefits of using trees and woodlands for community development in Wales. Final Report for Forestry Commission Wales, September 2008, **Social & Economic Research Group, Environmental & Human Sciences Division, Forest Research**
- *Accessibility of woodlands and natural spaces: Addressing crime and safety issues.* **O'Brien and Tabbush, Forest Research 2005**
- Forestry Commission, Coed y Cymoedd, Forest Design Plan reviews (various) 2001 – 2005. **Forestry Commission Wales**

## **DISABILITY**

- Forestry Commission survey of visitors to Welsh Assembly Woodlands (2004) **Forestry Commission**
- Public Opinion of Forestry 2007: Wales. **Forestry Commission, November 2007.**
- *A statistical focus on older people in Wales* **Statistics for Wales, Welsh Assembly Government 2008**
- An evaluation of Cydcoed: the social and economic benefits of using trees and woodlands for community development in Wales. Final Report for Forestry Commission Wales, September 2008, **Social & Economic Research Group, Environmental & Human Sciences Division, Forest Research**
- *Social exclusion in the countryside*, **Bill Slee (2002) Countryside Recreation Vol. 10.**
- *Participation in outdoor recreation by WAG priority groups* **OPENspace Research Centre, CCW 2008.**
- *By All Reasonable Means: Inclusive Access to the Outdoors for Disabled People.* **Countryside Agency (2005), Report number CA 215.**
- *People Strategy (2007) and Diversity Strategy (2008).* **Forestry Commission**
- Equality and Diversity Statistics (2007) **Forestry Commission**

## **GENDER & GENDER IDENTITY**

### **Gender**

- Wales mid year estimates 2007. **Office of National Statistics**
- Forestry Commission survey of visitors to Welsh Assembly Woodlands (2004) **Forestry Commission**
- *Accessibility of woodlands and natural spaces: Addressing crime and safety issues.* **O'Brien and Tabbush, Forest Research 2005**
- *New Pathways for health and well-being: Summary of research to understand and overcome barriers to accessing woodlands.* **Weldon et al Forestry Commission 2007**
- *An evaluation of Cydcoed: the social and economic benefits of using trees and woodlands for community development in Wales.* **Final Report for Forestry Commission Wales, September 2008, Social & Economic Research Group, Environmental & Human Sciences Division, Forest Research**
- *People Strategy (2007) and Diversity Strategy (2008).* **Forestry Commission**
- Equality and Diversity Statistics (2007) **Forestry Commission**

### **Gender Identity**

- *Engendered Penalties: Transgender and Transsexual People's Experiences of Inequality and Discrimination.* **Press for Change. 2007 The Equalities Review.**

## **RACE**

- Census 2001 data **Office of National Statistics**
- Survey of visitors to Welsh Assembly Woodlands (2004) **Forestry Commission**
- *Great Britain Leisure Day Visits Survey 2002/3. A survey undertaken by the Countryside Agency, Countryside Council for Wales, British Waterways, Department for Culture, Media and Sport, Environment Agency, Forestry Commission, Scottish Natural Heritage, VisitBritain, VisitScotland and Wales Tourist Board.*

- *Capturing Richness : Countryside Visits by Black and Ethnic Minority Communities. Black Environment Network & Countryside Agency 2003*
- *Countryside Agency Diversity Review 2005 Countryside Agency*
- *Participation in outdoor recreation by WAG priority groups. Countryside Council for Wales (CCW), OPENspace Research Centre, 2008 policy research report 8/15*
- *"What about us? Diversity review evidence" – part 1 Countryside Agency 2005 – research note CRN 94*
- *Woodland Sensibilities: recreational uses of woods and forests in contemporary Britain. A report by the Centre for the Study of Environmental Change for the Forestry Commission. (1998) CSEC, Lancaster. Macnaughten, Grove-White, Weldon and Waterton*
- *Race Equality and the Forestry Commission Forest Research report (Edwards and Weldon) 2006*
- *Participation in outdoor recreation by WAG priority groups OPENspace Research Centre, CCW 2008.*
- *Social exclusion in the countryside Bill Slee (2002) Countryside Recreation Vol. 10.*
- *People Strategy (2007) and Diversity Strategy (2008). Forestry Commission*
- *Equality and Diversity Statistics (2007) Forestry Commission*
- *Minority Ethnic Youth Forum Report 2006. Welsh Assembly Government*
- *Public Access to the Countryside 2006 Wales Audit Office*
- *Equality and Inclusion of Social Diversity 2009 (Draft) Forestry Commission*

## **RELIGION AND BELIEF**

There is limited evidence related to religion and belief.

- *A brief analysis of Demographic Equality Strands 2006. Office of National Statistics 2001, National Assembly for Wales*
- *A brief analysis of Demographic Equality Strands 2006. National Assembly for Wales:*
- *Faith Woodlands Dec 2006 – March 2007, The First Phase. Kevin Hand, Forestry Commission*

## **SEXUAL ORIENTATION**

*"Very little creditable data has been collected on sexual orientation. National surveys such as the Census of 2001 and the British National Survey of Sexual Attitudes and Lifestyles (NSSAL) do not ask a direct question on sexual orientation. Therefore, it is not possible to state with any confidence the size of the Lesbian, Gay and Bi-sexual (LGB) community in Wales. Estimates vary, Stonewall proposing a figure of around 10% but other studies proposing the figure is in the region of 1 or 2%. No data has been analysed at a Wales level"* **A brief analysis of Demographic Equality Strands (2006) National Assembly for Wales**

No evidence has become apparent that directly relates to the proposed outcomes of *Woodlands for Wales* and hence *Our purpose and Direction*. Generally however *"The overall picture (in Wales) can be summarised as one of increasing inclusion of, and contribution made by, LGB people in Welsh society."* **Counted In! The third all Wales survey of lesbian, gay and bisexual people (2007)**

## **Summary of Impact**

The Corporate Plan puts into context the roles, responsibilities and work programmes of FCW in delivering the aims and objectives of the Wales

Woodland Strategy.

In delivering the outputs of the Corporate Plan everyone should be treated in a fair and equitable way so no negative impacts are anticipated.

### **Monitoring/Evaluation**

The Corporate Plan will be reviewed annually with the first revision taking place 31 March 2010. At each review the Equality Impact will be assessed and action taken as required.

There are a number of performance measures identified in the Woodlands for People section to monitor the level of public involvement in woodlands including: number of woodland visits, number involved in woodland based projects and number of educational visits. FCW will continue to fund public opinion and public access surveys related to forestry and the use of woodlands and forests.

There is also a set of 9 Business Measures for FCW which monitor the efficiency and effectiveness of our organisation including an equality and diversity measure. This measure includes FC equality and diversity statistics which will be continually monitored.

### **Further Information**

Sue Ginley, Strategic Policy and Programme manager  
[Sue.ginley@forestry.gsi.gov.uk](mailto:Sue.ginley@forestry.gsi.gov.uk)  
01970 639867