

Forestry Commission Equality Analysis Form

1. What is the name of your policy, function or service?

Woodland Policy Enabling Programme – Review of Forestry Functions (England)

2. What are the main aims and objectives of the Policy function or service?

The Woodland Policy Enabling Programme (WPEP) brings together the three main strands of work coming out of the Government's forestry and woodlands policy statement for England:

- Setting up the new Public Forest Estate Management Organisation (PFE MO)
- Considering the future of our forestry functions
- Cross-border services

This joint Forestry Commission / Defra programme will ensure that we deal with the changes in an integrated way.

The Government's forestry and woodlands policy statement was published in January 2013 following recommendations made by the Independent Panel on Forestry. In it the Government stated:

We need to retain a core of forestry expertise with the capacity to deliver a range of functions, duties and powers, including, for example:

- Championing the clear vision, priorities and aspirations of our refreshed forestry policy,
- Helping create the conditions that incentivise its delivery, including through a better targeted and integrated Common Agricultural Policy and Rural Development Programme for England,
- Enabling the sector to protect, improve and expand England's trees, woods and forests through light touch regulation, grants, other incentives and advice,
- Providing Ministers and the sector with high quality, joined-up forestry science, research, innovation, practical knowledge and expertise,
- Providing the sector with a strong customer-facing resource to support and advise it effectively at the local level to help meet local needs.

The forestry functions strand of the Woodland Policy Enabling Programme will consider the organisational options for the forestry functions which currently sit within Forest Services (FS). A consultation for staff and the FCTU about reshaping Forest Services was launched on 4 November and closed for responses on 3 December. A total of 105 responses were received, 96 from individuals, 8 from groups and 1 from the FC Trade Unions. 11 responses raised equality issues. One was about lack of pay progression being potentially discriminatory. This is an issue for the Forestry Commission as a whole so is not dealt with here. The others raised concerns that the mitigation measures proposed would not be effective for staff at risk who were non-mobile, particularly female. This is dealt with in this analysis.

This Equality Analysis specifically considers the decisions of the Forest Services Management

Board following consideration of the consultation responses, namely:

- The closure of Admin Hub functionality at the Worcester Office during January 2016;
- The closure of Admin Hub functionality at the York Office by the start of 2016/17 [the transfer of staff in York to the RPA's Countryside Stewardship transactional hub is covered in a separate EU Payments EQA owned by Defra];
- The closure of Admin Hub functionality at the Santon Downham Office by the start of 2018/19; and
- The reductions by three posts in the Sustainable Forest Management (SFM) national team following the transfer to RPA of business responsibility for transactional functions for Countryside Stewardship and introduction of the new cross-Defra Rural Payments IT system on which to run Common Agricultural Policy (CAP) payments.

This change will be delivered over a rolling programme and this analysis will be updated periodically to reflect progress.

Compared to the EqA for the consultation stage dated 30th October 2014 the Board's decisions have reduced the potential negative impact on race and disability. They have also not increased the potential negative impact with respect to the other characteristics identified for action in the consultation stage EqA, age and gender.

3. Briefly describe the impact (or potential impact) on people

Staff delivering grants and regulations transactional services are primarily located in five admin hub locations (Farnham, Exeter, Santon Downham, Worcester and York), with some National Office support being provided by staff based in Bristol. Only Countryside Stewardship (CS) transactional functions will transfer to RPA. Forest Services will remain responsible for legacy grant schemes, which will reduce over time, and also regulation. Under the planned change the number of locations will reduce from five to two hubs over a period of 5 years as legacy functions run down.

The EU Payments Programme Implementation Case and Plan was approved by the Defra Executive Committee on 2 December. This confirmed that York will be the location for the CS Transactional Hub. Our current expectation is that some people in Forestry Commission will move to RPA on 1 June 2015 to support the opening of agreement applications for Countryside Stewardship in July 2015. To this end, we have further work to do and we will continue to liaise with the Departmental Trade Unions and local Trade Unions.

Transfer to the RPA for Forestry Commission staff will be managed under the conditions of the Cabinet Office Statement of Practice (COSOP). In essence this means that the terms and conditions of employment will transfer with those staff assigned to transfer to the RPA. We started consultation with affected staff in January 2015 and will maintain regular dialogue until the transfers are effected. The EU Payments Programme Board is leading this change.

Forest Services are leading the internal reorganisation of functions that will be required to compensate for the transfer of CS transactional functions to the RPA and run down of legacy schemes.

With the reducing profile of legacy work and the RPA taking on processing new grant applications, Forest Services will not require as many admin hubs from the start of 2016/17 as we have now. The final structure for admin hubs is built around running three multifunctional

hubs, undertaking both legacy and regulation work from 2016 until March 2018, then moving to two hubs as legacy grant schemes are completed and this work reduces.

The plan is to maintain hubs in Exeter and Farnham, currently our two largest hubs. Staff levels required for 2020/2021 when modelled almost exactly match current numbers of permanent staff based at Exeter and Farnham. The hub at Santon Downham would remain open until March 2018. The admin hub teams we currently have in York and Worcester would be disbanded by end May 2015 and end January 2016 respectively.

In the national Sustainable Forest Management (SFM) team we also plan to end 1 Pay Band 4(PB) Compliance Manager & 1 PB5 Incentives Officer posts by end 2015/16. 1 PB5 Systems Support Manager post is planned to end in mid-2016/17

During financial year 2015/16 this would directly affect 7 Admin Hub Officers, 3 Admin Hub Managers, and 2 officers in SFM national.

FC continues to be an organisation which values its staff. We are committed to high levels of employee engagement. We openly encourage participation and will treat our staff fairly in managing change. We reflect FC values in how we consult and implement change.

4. What are the names and contact details of the initiative's owner and the person who completed the Equality Analysis?

Contact: Rachael Edwards (rachael.edwards@forestry.gsi.gov.uk)
 Owner: Richard Greenhous
 Forest Services England
 620 Bristol Business Park
 Coldharbour Lane
 Bristol BS16 1EJ

5. Is this a new Equality Analysis, or a review of a previous Equality Analysis?

New.	
3 year review.	
Early review, explain why.	X to inform decisions arising from consultation
Review due to end of the initiative.	

6. If this is a review, when was the previous Equality Analysis signed off?

30 October 2014

7. How will this initiative be put into practice?

Any impacts on staff will be assessed and managed through existing HR policies and procedures, which have undergone separate equality analysis.

Throughout the period staff will be involved as far as practical in key decisions and will be informed of progress through direct communications, consultation and via the FC Trade Unions.

8. What evidence regarding the protected characteristics have you obtained to

analyse this initiative? Quote sources including details of engagement.

As at 31 December 2014 the HR REBUS system showed that 183 staff were employed by Forest Services England, with 93% employed on a permanent contract and could potentially be impacted by any changes. The 7% of staff employed on temporary appointments will not be impacted by the change as their employment will have ceased prior to any proposed change implementation date.

The protected characteristics of the overall staff group are:

Gender – 79 (43%) are female, and 104 (57%) are male.

Disability – less than 2% of staff consider themselves to have a disability.

Ethnicity – 179(98%) have identified as White British and 4(2%) as White Other.

Age Groups -

- 24 or under – 3%
- 25 to 39 – 26%
- 40 to 54 – 48%
- 55 and over – 23%

Information in relation to sexual orientation, gender identity and religion and belief is not currently captured on the REBUS system. However, we do capture evidence via our Staff Survey 2013, but it is not available at business unit level therefore does not provide data for staff in FS.

Available staffing data by protected characteristic (gender, age, race, and disability) was obtained and analysed in relation to the structure decided on by the FS Board in the light of the consultation, to provide: -

- FS information on overall staffing numbers, as well as National Teams, Areas and locations proposed for the transfer of services.
- FS information on overall staffing number by payband.

This information is presented in Annexes 1 to 3.

9. What gaps are there in the available evidence?

	Describe the gaps and what you have done to fill them, or why you cannot fill them.
Age	No gaps in the evidence
Disability	No gaps in the evidence. Note that due to the small number of staff potentially impacted in one team full analysis is not possible or personal information could be revealed.
Gender	No gaps in the evidence
Gender	Information in relation to gender identity is not currently captured on

Reassignment	the REBUS system. However, we do capture evidence via our Staff Survey 2013, but it is not available at business unit level therefore does not provide data for staff in FS.
Marriage and Civil Partnership	Information in relation to marriage and civil partnership is not currently captured on the REBUS system. However, we do capture evidence via our Staff Survey 2013, but it is not available at business unit level therefore does not provide data for staff in FS.
Pregnancy and Maternity	Information in relation to pregnancy is only recorded in the REBUS system where a MATB1 has been issued by a midwife confirming that the employee is within 11 weeks of their Expected Week of Confinement (EWC). Line managers will be aware of individuals who have advised of their pregnancy before this time, but it is not collectively available for analysis.
Race	No gaps in evidence
Religion and Belief	Information in relation to religion and belief is not currently captured on the REBUS system. However, we do capture evidence via our Staff Survey 2013, but it is not available at business unit level therefore does not provide data for staff in FS.
Sexual Orientation	Information in relation to sexual orientation is not currently captured on the REBUS system. However, we do capture evidence via our Staff Survey 2013, but it is not available at business unit level therefore does not provide data for staff in FS.


10. What does all the evidence tell you about the actual or likely impact on different groups?

	Positive Impact	Negative impact	High, Medium or Low	Comments
Age		X	High	<p>The overall staffing data shows that a high percentage of staff in FS are aged 40 and over (72%) with an additional 26% aged 25 and over.</p> <p>This potential impact would be similar across all paybands, teams and locations.</p> <p>However, when considering data at Annex 3 regarding information on those staff affected by the proposed change to RPA and cessation of delivery at 3 sites there are locations where the impact will affect those aged 39 or less.</p> <p>The impact on people who are transferred or exited later in life could be more detrimental than people at a younger age. For example, it could be more difficult to gain a new job and / or family ties to a particular geographical area</p>

				could be stronger. However, it should also be noted that nationally unemployment rates for those under 25 is currently high.
Disability		X	Medium	<p>The overall staffing data shows that FS has less than 2% of staff who consider themselves disabled, which is equal to the wider FC.</p> <p>The potential impact on people who consider themselves disabled is concentrated in the Sustainable Forest Management team (SFM).</p> <p>Annexes 3 highlights that the percentage of staff who consider themselves disabled that could be affected by the proposals is slightly higher than the overall staff group because of the slightly higher proportion of staff with this characteristic in SFM. Depending on their disability and how they are supported, mobility could be an issue for some staff and will have to be factored in prior to and during any organisation changes.</p>
Gender		X	High	<p>The overall staffing data shows that FS has 43% female and 57% male, which is significantly different to the overall FC workforce of 36% female and 64% male.</p> <p>As shown in all 3 Annexes the potential impact on different genders varies significantly in relation to paybands, teams and locations.</p> <p>In particular the data shows that a higher proportion of females will be impacted by the proposed transfer of functions to RPA, cessation of services at 3 offices and staffing reductions at the National Office.</p> <p>We are also aware that carers (based on national averages and information from our Staff Survey 2013) are predominantly women, whether caring for a child or dependant adult. If requiring this population to move there will be extra considerations including availability of specialist services (schools, day centres, support facilities, etc) as well as any requirement for ongoing access to medical treatment.</p>
Gender reassignment			Low	Where job roles and/or locations change, consideration will need to be given to availability of ongoing medical treatment (both physiological and psychological) for

				<p>those staff members planning to, undergoing or having undergone gender reassignment as well as support and community networks.</p> <p>We are not aware of any potential impacts on this group. However, we will review our plans if we receive any feedback that highlights issues.</p>
Marriage and Civil Partnership			Low	<p>We are not aware of any potential impacts on this group. However, we will review our plans if we receive any feedback that highlights issues.</p>
Pregnancy and Maternity			Low	<p>We are not aware of any potential impacts on this group. However, we will review our plans if we receive any feedback that highlights issues.</p>
Race		X	Low	<p>The overall staffing data shows that FS has an ethnic profile of 98% White British and 2% White Other.</p> <p>As shown in all 3 Annexes the potential impact on different ethnic groups varies slightly in relation to paybands, teams and locations.</p> <p>However, the staff that will be impacted by the proposal are 100% White British.</p>
Religion and Belief			Low	<p>Where job roles and/or locations change, consideration will need to be given to take in to account alternative working patterns in relation to religious observance days, as well as availability of places of worship particularly for those denominations that are less established outside urban areas (i.e. mosques, synagogues, etc).</p> <p>We are not aware of any potential impacts on this group. However, we will review our plans if we receive any feedback that highlights issues.</p>
Sexual Orientation			Low	<p>Where job roles and/or locations change, consideration will need to be given access to and support from communities particularly where staff may be transferred from an urban environment to a rural area.</p> <p>We are not aware of any potential impacts on this group. However, we will review our plans if we receive any feedback that highlights issues.</p>

11. What have you changed in the initiative to reduce or eliminate any negative impact?	
Alternative options have been considered but it is not possible to achieve the necessary results with less of an impact on colleagues in Forest Services. There is no option to not continue with the restructure.	
This analysis will be updated periodically to reflect the change programme as it progresses.	
12. Where negative impact can not be reduced, give the reasons why.	
As above.	
13. Does this initiative fulfil the General Equality Duty?	
	Comment
Eliminate unlawful discrimination, harassment and victimisation.	Yes. All staff impacted will be engaged in the process in an open and transparent manner, with policies and processes applied in a fair and consistent way. Proposals will include the requirement to include equality considerations, ensuring individual circumstances are addressed, where possible, whilst delivering the needs and requirements of the business.
Advance equality of opportunity.	Yes. All policies and process have equality considerations built in, ensuring all staffing issues are addressed in a fair and consistent manner.
Foster good relations.	Yes. The FC will engage all staff and Trade Union representatives at the appropriate time, ensuring any communications are developed and delivered in a way that meets the needs of individuals.
14. Describe the arrangements to measure and monitor the actual impact of this initiative on people from the protected characteristic groups.	
How will you measure the effects of the initiative?	All potential proposals will be submitted to the Forest Services Management Board for agreement to proceed, and will include equality considerations as part of submitted documentation. They will monitor the overall impact of proposals on protected characteristic groups to identify any areas of concern or discrimination (direct or indirect).
What type of information is needed for monitoring and how often will it be analysed?	Details of the impacts on groups will be collated and analysed to highlight any cumulative affects on groups. This will include staffing and financial data. Details will be analysed as each proposal is developed, considered and progressed.

How will you engage stakeholders* in implementation, monitoring and review?	Trade Union representatives and staff will be involved throughout the change programme, ensuring any issues are highlighted and addressed, where possible.
Who will be responsible for the monitoring and review?	All staff impacted will be engaged in the process in an open and transparent manner, with policies and processes applied in a fair and consistent way. Overall, the Forest Services Management Board will be responsible for ensuring that diversity considerations are included in proposals, and monitoring the individual and collective impacts on protected groups.
15. What is the review date for this Equality Analysis?	
Date of next review(s)	February 2016
What could trigger an early revision?	Material change to plans.
16. Senior manager sign off	
I agree with this Equality Analysis and its supporting evidence relating to this initiative and that it demonstrates that it advances or will advance, the three aims of the General Equality Duty.	
Name	Richard Greenhous
Signature	
Job Title	Director, Forest Services
Date	13 February 2015

Annex 1 - Analysis by location for Forest Services (FS) staff (at 31/12/14)

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
All staff	<ul style="list-style-type: none"> • 183 staff, of which 79 (43%) are female and 104(57%) are male • 179 (98%) identified as White British, and 4 (2%) as White Other • Less than 5 (2%) of staff consider themselves to have a disability • 5 (3%) are aged 24 or under, 48 (26%) are aged between 25 and 39, 87 (48%) are aged between 40 and 54, and 43(23%) are aged 55 or over. 	<ul style="list-style-type: none"> • 43% of staff within this business area are female which is significantly higher than the overall FC average (33%) • 32% of the female population (25 women) are part time, compared with 4% (4) of the male population. • The population of women in this business area that work part time is significantly higher than the FC average of 15%, with the population of males working part time less than the FC average of 6%. • 93% of staff in this business area are permanent, and of this 42% are female. • 7% of staff in this business area are non-permanent, and of this 58% are female. • 23% of the staff in this business area are aged 55 or over (36% are 50 plus). 29% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is slightly lower in comparison to those across the wider FC 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Females • Part time (females) • Aged 40 and over • White British and White Other

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<p>(2.4%).</p> <ul style="list-style-type: none"> 98% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other is slightly lower and for BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
National Expertise , and Forest Services Delivery Teams*	<ul style="list-style-type: none"> 18 staff, of which 5 (28%) are female and 13 (72%) are male 18 (100%) identified as White British Less than 5 (6%) of staff consider themselves to have a disability No staff are aged 24 or under, (22%) are aged between 25 and 39, 9 (50%) are aged between 40 and 54, and 5 (28%) are aged 55 or over. 	<ul style="list-style-type: none"> 28% of staff within this business area are female which is significantly lower than the overall FC average (33%) 60% of the female population (3 women) are part time, compared with none of the male population. The population of women in this business area that work part time is significantly higher than the FC average of 15%, with the population of males working part time less than the FC average of 6%. 100% of staff in this business area are permanent 28% of the staff in this business area are aged 55 or over (39% are 50 plus). 22% are aged under 40. The proportion of staff in this 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> Males Part time (females) Staff who consider themselves disabled Aged 40 and over White British

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<p>business area that consider themselves to have a disability is slightly higher in comparison to those across the wider FC (2.4%).</p> <ul style="list-style-type: none"> 100% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other or BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
Strategic Development Team	<ul style="list-style-type: none"> 17 staff, of which 10 (59%) are female and 7 (41%) are male 16 (94%) identified as White British, and 1 (6%) as White Other No staff consider themselves to have a disability No staff are aged 24 or under, 11 (65%) are aged between 25 and 39, 5 (29%) are aged between 40 and 54, and 1 member of staff is aged 55 or over (6%). 	<ul style="list-style-type: none"> 59% of staff within this business area are female which is significantly higher than the overall FC average (33%) 50% of the female population (5 women) are part time, compared with none of the male population. The population of women in this business area that work part time is significantly higher than the FC average of 15%, with the population of males working part time less than the FC average of 6%. 94% of staff in this business area are permanent, and of this 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> Females Part time (females) Aged 40 and over White British and White Other

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<p>63% are female.</p> <ul style="list-style-type: none"> • 6% of staff in this business area are non-permanent, and of this 100% are male. • 1 member of staff in this business area is aged 55 or over (6%)(12% are 50 plus). 65% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is zero in comparison to those across the wider FC (2.4%). • 94% of staff in this business area identify themselves as White British, which is slightly lower than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other is significantly higher and for BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
Sustainable FM Team	<ul style="list-style-type: none"> • 70 staff, of which 45 (64%) are female and 25 (36%) are male • 68 (97%) identified as White British, and 21 (3%) as White Other • Less than 5 (3%) of staff consider themselves to have a disability • 4 (6%) of staff are aged 24 or under, 16 (29%) are aged 	<ul style="list-style-type: none"> • 64% of staff within this business area are female which is significantly higher than the overall FC average (33%) • 29% of the female population (12 women) are part time, compared with 1(4%) of the male population. • The population of women in this business area that work part 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Females • Part time (females) • Staff who consider themselves disabled • Aged 40 and over • White British

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
	<p>between 25 and 39, 20 (40%) are aged between 40 and 54, and 18 (26%) of staff aged 55 or over.</p>	<p>time is significantly higher than the FC average of 15%, with the population of males working part time slightly less than the FC average of 6%.</p> <ul style="list-style-type: none"> • 80% of staff in this business area are permanent, and of this 64% are female. • 11% of staff in this business area are non-permanent, and of this 63% are female. • 28% of staff in this business area are aged 55 or over (38% are 50 plus). 31% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is slightly higher in comparison to those across the wider FC (2.4%). • 98% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other is slightly lower and for BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
East & East Midlands	<ul style="list-style-type: none"> • 17 staff, of which 10 (59%) are female and 7 (41%) are male 	<ul style="list-style-type: none"> • 59% of staff within this business area are female which 	Any proposals has the potential to negatively impact on people who

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
Area Office	<ul style="list-style-type: none"> • 16 (94%) identified as White British • No staff consider themselves to have a disability • No staff are aged 24 or under, 11 (65%) are aged between 25 and 39, 5 (29%) are aged between 40 and 54, and 1 (6%) of staff aged 55 or over. 	<p>is slightly lower than the overall FC average (33%)</p> <ul style="list-style-type: none"> • 50% of the female population (5 women) are part time, compared with none of the male population. • The population of women in this business area that work part time is significantly higher than the FC average of 15%, with the population of males working part time less than the FC average of 6%. • 94% of staff in this business area are permanent • 6% of staff in this business area are aged 55 or over (35% are 50 plus). 29% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is zero in comparison to those across the wider FC (2.4%). • 100% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other or BAME is zero in comparison to the wider FC (3.5% and 1.2%) 	<p>are either:-</p> <ul style="list-style-type: none"> • Part time (females) • Aged 40 and over • White British

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
North West & West Midlands Area Office	<ul style="list-style-type: none"> • 15 staff, of which 3 (20%) are female and 124 (80%) are male • 18 (100%) identified as White British • No staff consider themselves to have a disability • No member of staff is aged 24 or under, 2 (13%) are aged between 25 and 39, 9 (60%) are aged between 40 and 54, and 4 (27%) of staff aged 55 or over. 	<p>respectively).</p> <ul style="list-style-type: none"> • 20% of staff within this business area are female which is significantly lower than the overall FC average (33%) • 33% of the female population (1 woman) are part time, compared with none of the male population. • The population of women in this business area that work part time is significantly higher than the FC average of 15%, with the population of males working part time less than the FC average of 6%. • 100% of staff in this business area are permanent, and of this 20% are female. • 27% of staff in this business area are aged 55 or over (271% are 50 plus). 13% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is zero in comparison to those across the wider FC (2.4%). • 100% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Males • Part time (females) • Aged 40 and over • White British

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<p>that the proportion of staff who are White Other or BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively).</p>	
<p>South East & London Area Office</p>	<ul style="list-style-type: none"> • 18 staff, of which 54 (28%) are female and 13 (72%) are male • 17 (94%) identified as White British, and 1 (62%) as White Other • No staff consider themselves to have a disability • 1 member of staff is aged 24 or under (6%), 1 (6%) are aged between 25 and 39, 12 (67%) are aged between 40 and 54, and 43 (22%) of staff aged 55 or over. 	<ul style="list-style-type: none"> • 28% of staff within this business area are female which is slightly lower than the overall FC average (33%) • 1 member of staff is part time and is male. The population in this area of business that work part time is equivalent to the wider FC (6%). • 94% of staff in this business area are permanent • 6% of staff in this business area are non-permanent and of this 100% are women. • 22% of staff in this business area are aged 55 or over (56% are 50 plus). 11% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is zero in comparison to those across the wider FC (2. 4%). • 94% of staff in this business area identify themselves as White British, which is slightly lower than the overall FC (95.3%). The figures highlight 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Males • Aged 40 and over • White British

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<p>that the proportion of staff who are White Other is significantly higher and for BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively).</p>	
<p>South West Area Office</p>	<ul style="list-style-type: none"> • 15 staff, of which 3 (20%) are female and 12 (80%) are male • 15 (100%) identified as White British • No staff consider themselves to have a disability • No staff are aged 24 or under, 1 (7%) is aged between 25 and 39, 8 (53%) are aged between 40 and 54, and 6 (40%) of staff aged 55 or over. 	<ul style="list-style-type: none"> • 20% of staff within this business area are female which is significantly lower than the overall FC average (33%) • 33% of the female population (1 woman) are part time, compared with 8% of the male population. • The population of women in this business area that work part time is significantly higher than the FC average of 15%, with the population of males working part time slightly higher than the FC average of 6%. • 93% of staff in this business area are permanent, and of this 14% are female. • 7% of staff in this business area are non-permanent, and of this 100% are female. • 43% of staff in this business area are aged 55 or over (53% are 50 plus). 14% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Males • Part time (males and females) • Aged 40 and over • White British

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<p>is zero in comparison to those across the wider FC (2.4%).</p> <ul style="list-style-type: none"> 100% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other and BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
Yorkshire & North East Area Office	<ul style="list-style-type: none"> 13 staff, of which 3 (23%) are female and 12 (77%) are male 14 (100%) identified as White British No staff consider themselves to have a disability No staff are aged 24 or under, 3 (23%) is aged between 25 and 39, 8 (62%) are aged between 40 and 54, and 2 (151%) of staff aged 55 or over. 	<ul style="list-style-type: none"> 23% of staff within this business area are female which is significantly lower than the overall FC average (33%) No staff are part time 100% of staff in this business area are permanent. 15% of staff in this business area are aged 55 or over (38% are 50 plus). 23% are aged under 40. The proportion of staff in this business area that consider themselves to have a disability is zero in comparison to those across the wider FC (2.4%). 100% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> Males Aged 40 and over White British

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		that the proportion of staff who are White Other and BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively).	

*Data combined due to small numbers; otherwise it would be potentially disclosive.

Annex 2 - Analysis by payband for Forest Services (FS) staff (at 31/12/2014)

Payband	Current Staffing	Analysis by Protected Characteristic	Potential Impact of proposals
SSG1/1A	<ul style="list-style-type: none"> • Due to the small staff numbers (1) in this payband diversity analysis cannot be undertaken as it will identify individuals. 	<ul style="list-style-type: none"> • Not applicable 	Impact unknown
PB1	<ul style="list-style-type: none"> • Due to the small staff numbers (3) in this payband diversity analysis cannot be undertaken as it will identify individuals. 	<ul style="list-style-type: none"> • Not applicable 	Impact unknown
PB2	<ul style="list-style-type: none"> • 11staff, of which 5 (45%) is female and 6 (55%) are male • 11 (100%) identified as White British • No staff consider themselves to have a disability • No staff are aged 24 or under, 2 (18%) is aged between 25 and 39, 7 (64%) are aged between 40 and 54, and 2 (18%) are aged 55 or over. 	<ul style="list-style-type: none"> • 45% of staff within this payband are female which is significantly higher than the FC average (33%) • 40% of that population (2 women) are part time, compared to none of the male population. • The population of women in this payband that work part time is significantly higher than the FC average of 11%, with the population of males working part time zero in comparison to the FC average of 6% • 100% of staff in this payband are permanent • 18% of the staff in this payband are aged 55 or over (27% are 50 plus). 18% are aged under 40. • The proportion of staff in this 	<p>Any proposal has the potential to negatively impact on people who are:-</p> <ul style="list-style-type: none"> • Female • Part time (females) • White British • Aged 40 and over

Payband	Current Staffing	Analysis by Protected Characteristic	Potential Impact of proposals
		<p>payband that consider themselves to have a disability is zero in comparison to those across the wider FC (2%).</p> <ul style="list-style-type: none"> 100% of staff in this payband identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other and BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
PB3	<ul style="list-style-type: none"> 20 staff, of which 3 (15%) is female and 19 (85%) are male 19 (95%) identified as White British, and less than 5 (5%) as White Other Less than 5 (5%) staff consider themselves to have a disability No staff are aged 24 or under, 2 (10%) are aged between 25 and 39, 13 (50%) are aged between 40 and 54, and 8 (40%) are aged 55 or over. 	<ul style="list-style-type: none"> 15% of staff within this payband are female which is significantly lower than the FC average (33%) 66% of that population (2 woman) are part time, compared to none of the male population. The population of women in this payband that work part time is significantly higher than the FC average of 11%, with the population of males working part time zero in comparison to the FC average of 6% 95% of staff in this payband are permanent, and of this 16% are female. 5% of staff in this payband are non permanent, and of this 	<p>Any proposal has the potential to negatively impact on people who are:-</p> <ul style="list-style-type: none"> Male Part time (females) Those who consider themselves disabled Aged 40 and over

Payband	Current Staffing	Analysis by Protected Characteristic	Potential Impact of proposals
		<p>100% is male.</p> <ul style="list-style-type: none"> 40% of staff in this payband are aged 55 or over (60% are 50 plus). 10% are aged under 40. The proportion of staff in this payband that consider themselves to have a disability is slightly higher in comparison to those across the wider FC (2%). 95% of staff in this payband identified themselves as White British, which is slightly lower than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other is slightly higher and for BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
PB4	<ul style="list-style-type: none"> 30 staff, of which 9 (30%) is female and 21 (70%) are male 29 (97%) identified as White British, and 1 (3%) as White Other No staff consider themselves to have a disability No staff are aged 24 or under, 9 (30%) is aged between 25 and 39, 16 (47%) are aged between 40 and 54, and 7 (23%) are aged 55 or over. 	<ul style="list-style-type: none"> 30% of staff within this payband are female which is slightly lower than the FC average (33%) 22% of that population (2 women) are part time, compared to none of the male population. The population of women in this payband that work part time is significantly higher than the FC average of 11%, with the population of males working part 	<p>Any proposal has the potential to negatively impact on people who are:-</p> <ul style="list-style-type: none"> Aged 40 or over White Other

Payband	Current Staffing	Analysis by Protected Characteristic	Potential Impact of proposals
		<p>time zero in comparison to the FC average of 6%</p> <ul style="list-style-type: none"> • 100% of staff in this payband are permanent • 23% of staff in this payband are aged 55 or over (40% are 50 plus). 30% are aged under 40. • The proportion of staff in this payband that considers themselves to have a disability is zero in comparison to those across the wider FC (2%). • 97% of staff in this payband identified themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other is slightly higher and for BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
PB5 – (all)	<ul style="list-style-type: none"> • 69 staff, of which 23 (33%) is female and 46 (67%) are male • 63 (97%) identified as White British, and 2 (3%) as White Other • No staff consider themselves to have a disability • 1(2%) member of staff is aged 24 or under, 22 (33%) is aged between 25 and 39, 33 (48%) are aged between 40 and 54, and 	<ul style="list-style-type: none"> • 33% of staff within this payband are female which is equivalent to the FC average (33%) • 30% of that population (7 women) are part time, which is significantly higher than the 7% of the male population. • The population of women in this payband that work part time is significantly higher in comparison to the FC average 	<p>Any proposal has the potential to negatively impact on people who are:-</p> <ul style="list-style-type: none"> • Part time (females) • Aged 40 and over

Payband	Current Staffing	Analysis by Protected Characteristic	Potential Impact of proposals
	<p>12 (17%) are aged 55 or over.</p>	<p>of 11%, with the population of males working part time slightly higher than the FC average of 6%</p> <ul style="list-style-type: none"> • 99% of staff in this payband are permanent and 34% of these are women. • 1% of staff in this payband are non-permanent and of this 100% are male. • 17% of staff in this payband are aged 55 or over (33% are 50 plus). 35% are aged under 40. • The proportion of staff in this payband that consider themselves to have a disability is zero in comparison to those across the wider FC (2%). • 97% of staff in this payband identified themselves as White British, which is slightly higher to the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other is slightly higher and for BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
PB5 – (non Ops)	<ul style="list-style-type: none"> • 17 staff, of which 13 (76%) is female and 4 (24%) are male • 17 (100%) identified as White British • No staff consider themselves to 	<ul style="list-style-type: none"> • 76% of staff within this payband are female which is significantly higher than the FC average (33%) • 38% of that population (5 	<p>Any proposal has the potential to negatively impact on people who are:-</p> <ul style="list-style-type: none"> • Female • Part time (females)

Payband	Current Staffing	Analysis by Protected Characteristic	Potential Impact of proposals
	<p>have a disability</p> <ul style="list-style-type: none"> No staff is aged 24 or under, 6 (35%) is aged between 25 and 39, 7 (41%) are aged between 40 and 54, and 4 (24%) are aged 55 or over. 	<p>women) are part time compared with none of the male population.</p> <ul style="list-style-type: none"> The population of women in this payband that work part time significantly higher in comparison to the FC average of 11%, with the population of males working part time also zero in relation to the FC average of 6% 100% of staff in this payband are permanent 24% of staff in this payband are aged 55 or over (41% are 50 plus). 35% are aged under 40. The proportion of staff in this payband that consider themselves to have a disability is zero in comparison to those across the wider FC (2%). 100% of staff in this payband identify themselves as White British, which is slightly higher than the overall FC (95.3%), but is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	<ul style="list-style-type: none"> Aged over 40 White British.
PB5 (Ops)	<ul style="list-style-type: none"> 52 staff, of which 10 (19%) is female and 42 (81%) are male 45 (96%) identified as White British, and less than 5 (4%) as White Other 	<ul style="list-style-type: none"> 19% of staff within this payband are female which is significantly lower than the FC average (33%) Of that population 20% (3 	<p>Any proposal has the potential to negatively impact on people who are:-</p> <ul style="list-style-type: none"> Male Part-time (females)

Payband	Current Staffing	Analysis by Protected Characteristic	Potential Impact of proposals
	<ul style="list-style-type: none"> • No staff consider themselves to have a disability • 1 (2%) member of staff is aged 24 or under, 17 (33%) is aged between 25 and 39, 26 (50%) are aged between 40 and 54, and 8 (15%) are aged 55 or over. 	<p>women) are part time compared with 3% of the male population.</p> <ul style="list-style-type: none"> • The population of women in this payband that work part time is significantly higher in comparison to the FC average of 11%, with the population of males working part time slightly lower than the FC average of 6% • 98% of staff in this payband are permanent and of that 20% are women. • 2% of staff in this payband are non-permanent and of that 100% are male. • 15% of staff in this payband are aged 55 or over (25% are 50 plus). 35% are aged under 40. • The proportion of staff in this payband that consider themselves to have a disability is zero in comparison to those across the wider FC (2%). • 96% of staff in this payband identified themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other is slightly higher and BAME is zero in comparison to the wider FC (3.5% and 1.2% 	<ul style="list-style-type: none"> • Aged 40 and over

Payband	Current Staffing	Analysis by Protected Characteristic	Potential Impact of proposals
PB6a – (all)	<ul style="list-style-type: none"> Due to the small staff numbers (2) in this payband diversity analysis cannot be undertaken as it will identify individuals. 	<p>respectively).</p> <ul style="list-style-type: none"> Not applicable 	Impact unknown
PB6b	<ul style="list-style-type: none"> 47 staff, of which 37 (79%) is female and 10 (21%) are male 47 (100%) identified as White British Less than 5 (6%) staff consider themselves to have a disability 3 (6%) staff are aged 24 or under, 11 (23%) is aged between 25 and 39, 20 (43%) are aged between 40 and 54, and 13 (28%) are aged 55 or over. 	<ul style="list-style-type: none"> 79% of staff within this payband are female which is significantly higher than the FC average (33%) Of that population 23% (11 women) are part time compared with none of the male population. The population of women in this payband that work part time is significantly higher in comparison to the FC average of 11%, compared with none of the male population. 81% of staff in this payband are permanent, and of this 67% are female. 19% of staff in this payband are non permanent, and of this 100% are female. 28% of staff in this payband are aged 55 or over (32% are 50 plus). 30% are aged under 40. The proportion of staff in this payband that consider themselves to have a disability is slightly higher in comparison to those across the wider FC 	<p>Any proposal has the potential to negatively impact on people who are:-</p> <ul style="list-style-type: none"> Female Part time (females) Aged 25 and over Those who consider themselves disabled. White British

Payband	Current Staffing	Analysis by Protected Characteristic	Potential Impact of proposals
		<p>(2%).</p> <ul style="list-style-type: none"> 100% of staff in this payband identified themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other or BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
PB7	<ul style="list-style-type: none"> There are no staff in this payband 	<ul style="list-style-type: none"> Not applicable 	Impact unknown

Annex 3 - Analysis of Proposed Change for Forest Services (FS) Staff (at 31/12/14)

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
All directly impacted sections	<ul style="list-style-type: none"> • 48 staff, of which 40(83%) are female and 7 (17%) are male • 48 (100%) identified as White British • Less than 5 (4%) of staff consider themselves to have a disability • Less than 2 (4%) are aged 24 or under, 9 (19%) are aged between 25 and 39, 23 (48%) are aged between 40 and 54, and 14 (29%) are aged 55 or over. 	<ul style="list-style-type: none"> • 83% of staff within this business area are female which is significantly higher than the overall FC average (33%) • 29% of the female population (14 women) are part time, compared with 13% (1) of the male population. • The population of women and men in this business area that work part time is significantly higher than the FC average of 15%. • 83% of staff in this business area are permanent, and of this 85% are female. • 17% of staff in this business area are non-permanent, and of this 75% are female. • 29% of the staff in this business area are aged 55 or over (38% are 50 plus). 23% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is slightly higher in comparison to those across the wider FC (2.4%). • 100% of staff in this business 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Females • Part time (females) • Aged 40 and over • White British • Who consider themselves disabled

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<p>area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other and BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively).</p>	
Sustainable Forest Management National Office	<ul style="list-style-type: none"> • Due to the small staff number of <u>directly impacted staff</u> (3) in this location, diversity analysis cannot be undertaken as it will identify individuals 	<ul style="list-style-type: none"> • N/a 	
Bucks Horn Oak Admin Hub	<ul style="list-style-type: none"> • 11 staff, of which all (100%) are female • 11(100%) identified as White British • Less than 5 (9%) staff consider themselves to have a disability • No staff are aged 39 or under, 4 (36%) are aged between 40 and 54, and 7 (64%) are aged 55 or over. 	<ul style="list-style-type: none"> • 100% of staff within this business area are female which is significantly higher than the overall FC average (33%) • 27% of the female population (3 women) are part time • The population of women and men in this business area that work part time is significantly higher than the FC average of 15%. • 82% of staff in this business area are permanent, and of this 100% are female. • 64% of the staff in this business area are aged 55 or over (73% are 50 plus). No staff are aged under 40. • The proportion of staff in this 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Females • Part time (females) • Aged 40 and over • White British • Who consider themselves disabled

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<p>business area that consider themselves to have a disability is significantly higher in comparison to those across the wider FC (2.4%).</p> <ul style="list-style-type: none"> • 100% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other and BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
Bullers Hill Admin. Hub	<ul style="list-style-type: none"> • 12 staff, of which 8 (67%) are female and 4 (33%) are male • 12 (100%) identified as White British • Less than 5 (8%) of staff consider themselves to have a disability • No staff are aged 24 or under, 3 (25%) are aged between 25 and 39, 6 (50%) are aged between 40 and 54, and 3 (25%) are aged 55 or over. 	<ul style="list-style-type: none"> • 67% of staff within this business area are female which is significantly higher than the overall FC average (33%) • 38% of the female population (3 women) are part time, compared with 25% (1) of the male population. • The population of women men in this business area that work part time is significantly higher than the FC average of 15% for females and 6% for males. • 98% of staff in this business area are permanent, and of this 88% are female. • 2% of staff in this business area are non-permanent, and of this 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Females • Part time (females) • Aged 40 and over • White British • Who consider themselves disabled

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<p>100% are female.</p> <ul style="list-style-type: none"> • 25% of the staff in this business area are aged 55 or over (33% are 50 plus). 25% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is significantly higher in comparison to those across the wider FC (2.4%). • 100% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other and BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
Santon Downham Admin. Hub	<ul style="list-style-type: none"> • 7 staff, of which all (100%) are female • 7 (100%) identified as White British • No staff consider themselves to have a disability • No staff are aged 24 or under, 2 (29%) are aged between 25 and 39, 2 (29%) are aged between 40 and 54, and 3 (42%) are aged 55 or over. 	<ul style="list-style-type: none"> • 100% of staff within this business area are female which is significantly higher than the overall FC average (33%) • 43% of the female population (3 women) are part time • The population of women in this business area that work part time is significantly higher than the FC average of 15%. • 100% of staff in this business area are permanent 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Females • Part time (females) • Aged 40 or over • White British

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<ul style="list-style-type: none"> • 42% of the staff in this business area are aged 55 or over (43% are 50 plus). 29% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is zero in comparison to those across the wider FC (2.4%). • 100% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other and BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
Worcester Admin. Hub	<ul style="list-style-type: none"> • 9 staff, of which 8 (89%) are female and 1 (11%) are male. • 7 (100%) identified as White British • No staff consider themselves to have a disability • No staff are aged 24 or under, 2 (22%) are aged between 25 and 39, 7(78%) are aged between 40 and 54, no staff are aged 55 or over. 	<ul style="list-style-type: none"> • 89% of staff within this business area are female which is significantly higher than the overall FC average (33%) • 50% of the female population (4 women) are part time • The population of women and men in this business area that work part time is significantly higher than the FC average of 15%. • 67% of staff in this business area are permanent and of these 100% are female. 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Females • Part time (females) • Aged 40 or more • White British

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<ul style="list-style-type: none"> • 33% of staff in this business area are non-permanent, and of this 67% are female. • No staff in this business area are aged 55 or over (0% are 50 plus). 22% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is zero in comparison to those across the wider FC (2.4%). • 100% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other and BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	
York Admin. Hub	<ul style="list-style-type: none"> • 6 staff, of which 4 (67%) are female and 2 (33%) are male • 6 (100%) identified as White British • No staff consider themselves to have a disability • 2 (33%) are aged 24 or under, 1 (17%) is aged between 25 and 39, 2 (33%) are aged between 40 and 54, and 1 (17%) is aged 55 or over. 	<ul style="list-style-type: none"> • 67% of staff within this business area are female which is significantly higher than the overall FC average (33%) • 25% of the female population (1 woman) are part time, compared with none of the male population. • The population of women in this business area that work part time is significantly higher than the FC average of 15%. 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Females • Part time (females) • Aged 39 or less • White British • Who consider themselves disabled

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		<ul style="list-style-type: none"> • 67% of staff in this business area are permanent, and of this 75% are female. • 33% of staff in this business area are non-permanent, and of this 50% are female and 50% are male. • 17% of the staff in this business area are aged 55 or over (17% are 50 plus). 50% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is zero in comparison to those across the wider FC (2.4%). • 100% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other and BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively). 	

Financial Year 2015/16 (at 31/12/14)

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
Directly Impacted Staff	<ul style="list-style-type: none"> • 11 staff, of which 9(82%) are female and 2 (18%) are male • 11 (100%) identified as White British • No staff consider themselves to have a disability • No staff are aged 24 or under, 3 (27%) are aged between 25 and 39, 22(73%) are aged between 40 and 54, and no staff are aged 55 or over. 	<ul style="list-style-type: none"> • 82% of staff within this business area are female which is significantly higher than the overall FC average (33%) • 44% of the female population (4 women) are part time, compared with none of the male population. • The population of women in this business area that work part time is significantly higher than the FC average of 15%. • 73% of staff in this business area are permanent, and of this 64% are female. • 27% of staff in this business area are non-permanent, and of this 67% are female. • None of the staff in this business area are aged 55 or over, 1 is 50 plus (9%), 8 (73%) are aged over 40. 27% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is zero in comparison to those across the wider FC (2.4%). • 100% of staff in this business area identify themselves as 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Females • Part time (females) • Aged 40 and over • White British •

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other and BAME is zero in comparison to the wider FC (3.5% and 1.2% respectively).	

Financial Year 2017/18 (at 31/12/14)

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
Directly Impacted Staff	<ul style="list-style-type: none"> • 8 staff, of which 8 (100%) are female • 11 (100%) identified as White British • No staff consider themselves to have a disability • No staff are aged 24 or under, 2 (25%) are aged between 25 and 39, 3(38%) are aged between 40 and 54, and 3 are aged 55 or over (37%). 	<ul style="list-style-type: none"> • 100% of staff within this business area are female which is significantly higher than the overall FC average (33%) • 38% are part time.. • The population of women in this business area that work part time is significantly higher than the FC average of 15%. • 100% of staff in this business area are permanent, and 100% are female. • 3 (38%) of the staff in this business area are aged 55 or over, 4 (50%) are 50 plus, 8 (75%) are aged over 40. 25% are aged under 40. • The proportion of staff in this business area that consider themselves to have a disability is zero in comparison to those across the wider FC (2.4%). • 100% of staff in this business area identify themselves as White British, which is slightly higher than the overall FC (95.3%). The figures highlight that the proportion of staff who are White Other and BAME is 	<p>Any proposals has the potential to negatively impact on people who are either:-</p> <ul style="list-style-type: none"> • Females • Part time (females) • Aged 40 and over • White British •

Business Area	Current Staffing	Analysis by Protected Characteristic	Potential Impact of Proposals
		zero in comparison to the wider FC (3.5% and 1.2% respectively).	