

Disability Equality Scheme Annual Monitoring Report 2008

Forestry Commission

Introduction

The Forestry Commission's (FC) Disability Equality Scheme 2006-09 outlines the FC's commitment to both the general and specific Disability Equality Duties.

The Scheme provides details of how the FC will address the requirements of the Disability Equality Employment Duties and provide services that will embrace diversity and promote equality of opportunity.

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

Background

The Disability Discrimination Act 1995 as amended by the Disability Discrimination Act 2005 places both general and specific duties on public sector organisations such as the FC.

The General Duty

This means that the FC must, when carrying out its functions, have due regard for the need to:

- promote equality of opportunity between disabled and other people;
- eliminate unlawful discrimination defined within the Disability Discrimination Act;
- eliminate harassment of disabled people that is related to their disability;
- promote positive attitudes towards disabled people;
- encourage participation by disabled people in public life;
- take steps to meet the needs of people with disabilities, even where that involves treating disabled persons more favourably.

Collectively, these are known as the general duty to promote disability equality.

The Specific Duties

Specific Duties detailed in the Act require public sector organisations such as the FC to:

- assess all existing and future functions and policies through use of an Equality Impact Assessment tool to ensure that as far as reasonably possible no such function or policy of the FC will adversely affect any client, member of the public, employee or other stakeholder irrespective of their race, disability, gender, age, sexual orientation, or religion/belief;

Forestry Commission

- ensure that right from the beginning of a project consultation of disabled stakeholders is proactively carried out, such consultations including all reasonable steps to include those disabled people in hard to reach communities;
- create effective and robust monitoring and evaluation procedures as well as improved methods of information gathering and analysis;
- detail how disabled people have been involved in developing the Disability Equality Scheme and Action Plan; and
- publish the results of Equality Impact Assessments, annual Disability Equality Monitoring Reports, and, every three years, review the Disability Equality Scheme.

The Disability Equality Employment Monitoring Duty Statistics

The FC's employment monitoring statistics for 1 April 2007 until 31 March 2008 are attached at Appendix 1. The appendix also includes analysis of each of the following tables:

- Table 1 – Staff in post by disability and gender
- Table 2 – Staff in post by disability and full or part time posts
- Table 3 – Staff in post by disability and contract type
- Table 4 – Staff in post by disability and pay band
- Table 5 – Internal recruitment cycle by disabled applicants
- Table 6 – External recruitment cycle by disabled applicants
- Table 7 – Internal training by disabled participants
- Table 8 – Staff in post by disability and performance assessment
- Table 9 – Grievance cycle by disability and location
- Table 10 – Discipline cycle by disability
- Table 11 – Staff leavers by disability.

Analysis of Statistical Monitoring

Table 1 (Staff in post by disability and gender) shows that we have the same number of declared disabled staff in post as we did in 2006/07. We are aware of a large number of staff for whom we have made reasonable adjustment, but who have not declared themselves disabled and are not therefore recorded as such on our

Forestry Commission

system. As a Staff Survey is scheduled for early 2009 we are planning to encourage staff to self declare, explaining what qualifies as disabled and what advantages there could be for individuals who declare. We are hopeful that this will lead to a more accurate profile of disabled staff in our recording system.

Table 2 (Staff in post by disability and type of full or part time posts) shows that the split of our declared disabled staff between full and part time is roughly equivalent to the split of those not declared disabled. There is a slightly higher percentage of disabled staff being in full time employment (86%) than there is for those not declared disabled (84%).

Table 3 (Staff in post by disability and contract type) shows that 96% of our declared disabled staff are employed on permanent contracts, as opposed to 86% of those not declared disabled.

Table 4 (Staff in post by disability and pay band) shows that the pay band distribution of staff declared disabled is roughly comparable to that for those not declared disabled. Whilst the largest numbers (38%) of declared disabled staff are in a low pay band (PB 6B), this mirrors the distribution for staff not declared disabled. A higher percentage of declared disabled staff are in Pay Band 3 (middle management) and Pay Band 5 (first management) than those who have not declared themselves disabled.

Table 5 (Internal recruitment cycle by disabled applicants) shows that only 1% (4) of our declared disabled staff applied for posts advertised internally. All of these applicants were interviewed. One declared disabled staff member was successful and that also entailed a promotion for that person. In 2006/07, no declared disabled staff applied for internally advertised positions.

Table 6 (External recruitment cycle by disabled applicants) shows that we received very few (22) applications from people who declared themselves disabled. This represents 1% of all applicants. The FC will always interview disabled applicants who meet the minimum qualifications for the position, 9 of the 22 declared disabled applicants were interviewed (41% compared to 30% of all applicants not declared disabled who were interviewed). One declared disabled person was appointed. As outlined elsewhere in this Report, the FC is actively engaging with recruitment specialists to see what may be done to increase the numbers of disabled people applying for positions with us. We have also recently advertised in magazines targeted at disabled people and have plans for partnership working with Royal National Institute for the Blind that we will explore further during 2009. We will commission research in 2009, to try to establish why so few people with disabilities are applying for a career with the FC. The results of this research should also inform our advertising process, with the aim of attracting greater numbers of disabled people to apply for jobs with us.

Table 7 (Internal training by disabled participants) indicates that those declared disabled receive less formal training provided by our internal training team than those not declared disabled. We are investigating this difference, although there is anecdotal evidence that many of those declared disabled often receive informal one-to-one training at their workplace rather than attend training courses.

Forestry Commission

Table 8 (Staff in post by disability and performance assessment) shows that, considering such small numbers involved, there is a rough parity between the assessments for declared disabled and those for not declared disabled. A lower percentage of disabled staff received a Not Fully Effective assessment than those not declared disabled staff. Although a lower percentage of disabled staff achieved a Top Performance Assessment than their not declared disabled colleagues, more declared disabled staff received a Top Performance assessment in 2007/08 (13 staff) than in 2006/07 (10 staff).

Table 9 (Grievance cycle by disability and location) shows that no declared disabled people raised a grievance in 2007/08.

Table 10 (Discipline cycle by disability) shows that one declared disabled person was disciplined in 2007/08. This represents roughly 4% of all those disciplined and 1% of the declared disabled staff in post. 26 not declared disabled staff in post were disciplined, representing 0.8% of the not declared disabled staff in post. This demonstrates a fair approach, though with such small numbers, any changes to the number of declared disabled staff being disciplined would be significant.

Table 11 (Staff leavers by disability) shows a much lower turn over of declared disabled staff (8%) than their not declared disabled colleagues (22%). The reasons for declared disabled staff leaving are centred around normal age retirement, career breaks or end of temporary appointment and do not indicate any discrimination.

External Training Provision

As outlined in our previous Monitoring Report, the FC did not have a system in place to centrally record external training attended or refused. This information is held by individual members of staff and recorded on their individual learning plans in agreement with their managers. However, throughout the organisation we have a network of individuals appointed in each unit as local 'Training Co-ordinators' and it is through these points of contact that we have been able to collate data for 2007-2008. This exercise is in its early stages. As such, the data is incomplete so we have not been able to complete a table at Appendix 1.

However, we have gathered the following information:

As At 31 March 2008	
Total Number of Staff	3325
Total Number of Declared Disabled Staff	71
Number of (known) External Training Events Attended	381
Number of (known) Refusals for External Training	3
Number of (known) Declared Disabled Refusals for External Training	0

Although the statistical data is not complete, early indications are that there is nothing discriminatory in the allocation of external training opportunities within the FC. However, it is accepted that further data collection and analysis is necessary before conclusions can be reached.

Forestry Commission

To that end, in order to produce accurate data on our external training for 2008/09, we have developed a data collection system linked to our existing Payroll Database. This is an extension to the current system that records our internal training information. To support this system and obtain a full picture of our external training there is a training event planned for the 'Training Co-ordinators' to ensure that the appropriate data is captured.

To compliment this training, we will use the next staff survey to reach all our staff and emphasise the need to inform their Training Co-ordinator of any external training that has been requested and whether or not they attended the event. When training is refused staff will be asked for the reason for the refusal.

With this system in place we are hopeful that our statistical data for 2008-2009 will enable us to fully monitor our external training.

Conclusions and Key Actions as a Result of the Monitoring Exercise

The FC has a low representation of declared disabled staff. We believe that there is a great deal of under reporting by our staff and will take steps to encourage people to report disabilities through the staff survey scheduled for early 2009.

We have an extremely low number of disabled staff applying for jobs with us. We have this in common with other environmental organisations as many of our jobs require physical dexterity and strength, but we need to understand why, that notwithstanding, disabled people do not view the FC as a potential employer. We will commission research into this during 2009 if the current review of existing research demonstrates a need for further information.

Those recorded as disabled receive less internal training than those who have not declared as disabled. Part of the explanation is that, of our 246 new employees only one was declared disabled. Within the FC there is an emphasis on training at the beginning of all new employment. We also know that there is a great deal of one-to-one training in the workplace for those declared disabled. In many cases this replaces 'conventional' training courses, which some disabled staff find difficult to absorb (for instance those with dyslexia). We will take steps in 2009 to analyse this data more thoroughly and attempt to establish a method to capture the one-to-one training that takes place.

In summary, the statistical monitoring suggests that within the FC those staff who have declared a disability are treated equally with those staff who have not declared a disability and no discrimination is suggested from the data.

Customer Service Initiatives

Throughout GB, the FC provides a wide range of health, education and recreation experiences for all sectors of the communities we serve. In recent years, a key priority for the FC has been to reach-out and engage with diverse communities. This has been challenging and rewarding. Details of recent initiatives are outlined at Appendix 2. Outlined below are just a few key examples of projects and initiatives we have carried out or continued this year:

Forestry Commission

- **Mental Health**

'Branching Out' is an innovative project for people using mental health services in Glasgow. Participants can join sessions led by Forestry Commission Scotland, which include environmental art, conservation, 'bushcraft' and health walks. The project explores how woodlands can help individuals coping with enduring mental health problems to progress towards flourishing mental health.

Sherwood Forest District (Forestry Commission England) working in partnership with Derbyshire NHS and Sherwood House Mental health groups to provide individuals with mental health problems, opportunities to gain confidence, motivation and learn new skills. Volunteers attend on a weekly basis and enhance or create new habitats for wildlife in the forest. Some attendees come from secure units.

The New Forest (Forestry Commission England) have hosted a Schools Forest Fun Day specifically for children with learning difficulties and / or physical disabilities. The day was also aimed at helping carers to feel more confident in the forest with their charges. Activities included a mini tractor and trailer ride in the forest, looking for insects, creating collages from natural materials. Follow up visits have been made by FC staff to local special needs schools to help understand the children's experience and hold forest workshops.

The Cydcoed programme (Forestry Commission Wales) grant aided around 200 community groups to access, work in, create and maintain woodlands and to create forest schools, woodland businesses and recreational facilities. All work had to be DDA compliant and new all ability trails and all ability forest and river environment interpretation were created.

- **Sensory disability**

'Garden Wood' is a sensory garden in Mabie Forest (Forestry Commission Scotland), connected to an accessible trail. The garden has a number of unusual plants that appeal to the senses and has been designed to welcome visitors of all abilities. The local BTVC 'Green Gym' has taken on the maintenance of the garden, giving volunteers a chance to benefit from some light exercise in a tranquil setting.

Peninsula Forest (Forestry Commission England) has held three half day events in partnership with the Royal College for the Deaf in Exeter. The objective was to assist new students integrate into existing class groups at the College. Short sensory walks were conducted, depending upon students' abilities, which included severe physical disabilities and autism.

Peninsula held a one-day event in partnership with Devon County Council, to bring together children from the area with significant sight problems, who attend mainstream schools. The day-long activities included a sensory walk in the forest, mountain biking on tandems, tag-alongs, fire lighting and marshmallow toasting.

Newmillerdam Arboretum (Forestry Commission England) have worked in partnership with the Wakefield Tree Warden Network, Wakefield's New Leaf Project

Forestry Commission

West Yorkshire Blind Association and Wakefield District Council to help create a variety of resources to assist blind and partially sighted visitors. These include tactile maps, cassette guided walk and tactile signage. 30 blind and partially sighted visitors have enjoyed their visit.

- **Physical disability**

Peninsula have been working with PLUS, to assist registered disabled adults with long term depressive illness in their rehabilitation. Weekly workshops are held, with up to twelve registered disabled adults, carrying out conservation and recreation tasks. A number of the group are now in employment, have started formal training or completed NVBQ training.

North West Forest District (Forestry Commission England) has an ongoing project to encourage riding for the disabled in the forest. They are working with a range of local groups to encourage people with learning difficulties and physical disabilities to use the facilities and Riding Wood Trail. So far they have attracted 150 people.

As a result of visitor survey conducted by the Association of Leaving Visitor Attractions (ALVA), Westonbirt Arboretum (Forestry Commission England) have commenced work to develop paths that better suit those with mobility and sensory difficulties (hard paths and sensory walks). They have conducted two walks with the RNIB and are working with a local charity to develop a project to demonstrate sites for best practice for encouraging visually impaired people to enjoy nature. Westonbirt's satisfaction score from disabled visitors was 1.62 (with 2 being excellent and 1 being good), which is higher than the average ALVA score for disabled visitors of 0.75.

Coed y Brenin (Forestry Commission Wales) have worked with Merionydd Access Group to design and create 4 new all access trails to Fieldfare Trust standards, incorporating picnic and viewpoint sites plus accessible information points. MP3 based audio trails for free download from the FC web site are planned and these will also be available in printed form for those hard of hearing.

Further details of these and some other initiatives are shown at Appendix 2 to this Report.

In addition to the case studies outlined above, the FC carries out a programme of social research. Details of the Equality and Diversity Research projects were provided in the previous Monitoring Report.

However, the final report on "Exploring disabled people's perceptions and use of forest recreation goods, facilities and services in Scotland, England and Wales" was completed recently. The Social Research Team is in the process of studying this Report and considering how to take forward the recommendations.

- **Other initiatives**

The FC now has over 160 walks, trails, and visitor centres that are designated as being suitable for disabled people. This will often mean wheelchair users, but many

Forestry Commission

of the facilities are also of value to elderly or less active people. We also have some sensory trails that help people with sight or hearing impairments to enjoy a more complete forest experience.

- **‘Rough Riderz’**

The FC has actively engaged with Rough Riderz Downhill Club for disabled and non-disabled downhill mountain bikers. A review of the equality issues affecting their activities on the FC estate has been completed (September 2008) in partnership with the Fieldfare Trust. Downhill trails suitable for four wheel bikes are now available at five locations in Forestry Commission Scotland, one in Forestry Commission England and two in Forestry Commission Wales, with plans to create more. Draft guidance for building suitable trails and integrating with existing mountain bike trails has been developed in close partnership with Rough Riderz (the first known guidance of this type in the world). Guidance on hand cranked cycle trail design will also be drawn up. Four wheel mountain biking is a new activity, starting in the country around 2005 and the FC is pleased to be working with Rough Riderz to allow wider access to this exciting outdoor pursuit.

Progress against the Disability Equality Scheme Action Plan

The Action Plan developed to support and deliver the FC’s Disability Equality Scheme included tasks grouped under the following key activities:

Activity	Progress
Disability Scheme Review including impact assessing, consultation and engagement	The Scheme will be reviewed, redrafted and re-launched in 2009 after consultation EqIA process developed, framework and guidance launched, training provided and on-going Local consultation and involvement of disabled group’s on-going. Diversity Team considering methods of sharing best practice and widening consultation exercises
Policy Development and Business Planning	Social research on-going to identify actions and recommendations to inform policy development and business plans and forest design plans
Access to information	On-going project to maximise accessibility of website in line with Government guidelines Publications offered in other formats and standard wording being rolled out for use in all publications
Community engagement	Local Forest District teams have been provided with guidance and support in engaging with all sectors of the local

Forestry Commission

	community, including hard-to-reach groups
Research Projects	Social research underway. Results of most recent project under analysis to help develop and inform policy making
Statistics and Surveys	Public Opinion surveys on-going
Employees	We are talking to a specialist Recruitment Agency about how to diversify our workforce and the techniques for doing so HR Management Board will consider adopting the Two Ticks system in 2009 FC is a member of Employers' Forum on Disability
Procurement	Current contract and procurement processes have been reviewed to ensure they reflect the relevant equality provisions. Contract wording has been amended. Guidance amendments are also in hand

The FC has devoted a great deal of resources to its Equality and Diversity agenda over the last year. The following key tasks have been achieved:

- Established a Diversity Team
- Published an Equality and Diversity Strategy
- Equality Impact Assessment (EqIA) Framework and Guidance developed, published, publicised and training delivered
- EqIA Responsible Officers appointed in each of the business areas to oversee the EqIA Process
- All existing FC policies, strategies, etc have had an initial screening and been prioritised to undergo EqIA
- EqIAs for new policies have been published
- Database of Equality and Diversity organisations created to aid consultation process
- Established a Staff Equality Forum
- Continued the project to ensure the FC's web-site is accessible in line with Government guidelines

Forestry Commission

- Developed a system of four levels of Equality and Diversity training and commenced delivery. Employed two trainers specifically to deliver this training across the FC.
- Appointed Board level Diversity Champions
- Delivered Selection Interviewing Skills training, with particular focus on Equality and Diversity, to all HR Interviewers, plus other frequent Interview Panel members. This training is currently being delivered to the wider range of staff likely to be involved in selection interviewing, whether for internal or external recruitment.
- Engaged the procurement team to ensure compliance with equality and diversity procurement guidance
- Engaged the Communications Team to improve the content of the FC's publications and web-site and ensure equality and diversity issues are considered.
- Engaged the Estates Team within the FC to review and improve, where reasonable, access to all our offices and public facility buildings.

Summary

This report meets the FC's statutory duty under the Disability Act 2005 and other relevant equality and diversity legislation to publish an annual monitoring report that includes employment-monitoring data.

The report also outlines how the FC has met the public sector general and specific equality duties and the progress made to support and encourage equality of opportunity and diversity of workforce and business planning and delivery, as outlined in the FC's People Strategy and specific Equality and Diversity Strategy.

Meeting our customers' needs

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

The Diversity Team
Forestry Commission
Silvan House
231 Corstorphine Road
Edinburgh
EH12 7AT

diversity@forestry.gsi.gov.uk

Forestry Commission


Statistical Tables

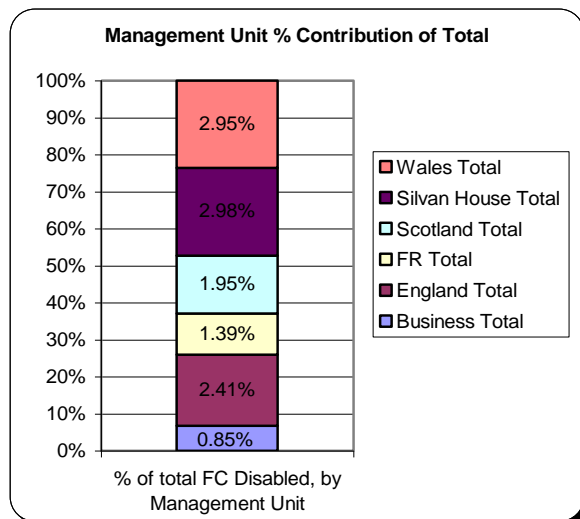
Appendix 1

Staff in post by Disability and Gender

At 31 March 2008

Table 1

		Declared Disabled		Grand Total	Disabled % All Staff in Post	% of total FC Disabled, by Management Unit	% of total FC Employee by Management Unit
		No	Yes				
Business Units	F	60		61	1.6%	4.2	10.6
	M	291		293	0.7%		
Business Total		351		354	0.85%		
England	F	390	5	395	1.3%	38.0	33.7
	M	704	22	726	3.0%		
England Total		1094	27	1121	2.41%		
Forest Research	F	110		111	0.9%	5.6	8.6
	M	173		176	1.7%		
FR Total		283		287	1.39%		
Scotland	F	236		240	1.7%	25.4	27.7
	M	668	14	682	2.1%		
Scotland Total		904	18	922	1.95%		
Silvan House	F	133	9	142	6.3%	12.7	9.1
	M	160		160			
Silvan House Total		293	9	302	2.98%		
Wales	F	102		103	1.0%	14.1	10.2
	M	227	9	236	3.8%		
Wales Total		329	10	339	2.95%		
Grand Total		3254	71	3325	2.1%		




 Staff In Post <5

Forestry Commission

Staff in Post by Disability and Full Time and Part Time Posts

At 31 March 2008

Table 2

 Management Unit	Not Declared Disabled					Declared Disabled					Total Staff in Post
	Full Time	Full time as a % all Staff in post	Part Time	Part time as a % all Staff in post	Total not declared Disabled in post	Full Time	Full time as a % all Staff in Post	Part Time	Part time as a % all Staff in Post	Total declared Disabled in Post	
Business Units	322	91.0%	29	8.2%	351		0.6%		0.3%		354
England	872	77.8%	222	19.8%	1094	24	2.1%		0.3%	27	1121
Forest Research	239	83.3%	44	15.3%	283		1.0%		0.3%		287
Scotland	791	85.8%	113	12.3%	904	16	1.7%		0.2%	18	922
Silvan House	240	79.5%	53	17.5%	293	7	2.3%		0.7%	9	302
Wales	283	83.5%	46	13.6%	329	9	2.7%		0.3%	10	339
Grand Total	2747	82.6%	507	15.2%	3254	61	1.8%	10	0.3%	71	3325

Total Declared Disabled Full Time as a % all Declared Disabled	86%
Total Declared Disabled Part Time as a % all Declared Disabled	14%
Total Not Declared Disabled Full Time as a % all Not Declared Disabled	84%
Total Not Declared Disabled Part Time as a % all Not Declared Disabled	16%

 Staff In Post <5

Forestry Commission

Staff in Post by disability and Contract Type
At 31 March 2008

Table 3

Management Unit	Gender	APPOINTMENT TYPE											Total all not declared Disabled Staff in Post	Total all declared Disabled Staff in Post	Grand Total all Staff in Post	
		Contractor	Fixed Term Temporary	Declared Disabled Fixed Term Temporary	New Deal Appointee	Office Holder	Permanent	Declared Disabled Permanent	Permanent Part Year	Re-employed Pensioner	Declared Disabled Re-employed Pensioner	Seconded In				Short Term Temporary
Business Units	F						45		7				5	60		61
	M		7				236		26	5			17	291		293
BU Total			9				281		33	6			22	351		354
England	F		34				332	5					18	390	5	395
	M		30			7	625	21		6			29	704	22	726
England Total		7	64			9	957	26		7			47	1094	27	1121
Forest Research	F		14				88						7	110		111
	M		22				143						7	173		176
FR Total			36				231						14	283		287
Scotland	F		25				188		5				13	236		240
	M		39			6	596	14		6			17	668	14	682
Scotland Total			64			8	784	17	5	9			30	904	18	922
Silvan House	F		9				120	9						133	9	142
	M					5	144							160		160
Silvan House Total			13			7	264	9					5	293	9	302
Wales	F		7				84						9	102		103
	M		5				210	9		6				227	9	236
Wales Total			12				294	10		8			13	329	10	339
Grand Total		8	198	1	3	26	2811	68	41	33	2	3	130	3254	71	3325


 Staff In Post <5

Forestry Commission

Staff in Post by Disability and Pay Band

At 31 March 2008

Table 4


 Forestry Commission Grade	Not declared Disabled	% of total Not declared Disabled Staff in Post	% of total Staff in Post	Declared Disabled	% of total All declared Disabled Staff in Post	% of total Staff in Post	Total Staff in Post
Chairman		0.03%	100%				
Commissioner	6	0.18%	100%				6
PB1	24	0.74%	100%				24
PB2	113	3.47%	100%				113
PB3	187	5.75%	97%	5	7.04%	2.6%	192
PB4	344	10.57%	99%		5.63%	1.1%	348
PB5	296	9.10%	95%	14	19.72%	4.5%	310
PB5(OP)	391	12.02%	99%	5	7.04%	1.3%	396
PB6A	514	15.80%	98%	8	11.27%	1.5%	522
PB6A(OP)	250	7.68%	97%	8	11.27%	3.1%	258
PB6B	883	27.14%	97%	27	38.03%	3.0%	910
PB7	205	6.30%	100%				205
Senior Staff Grade 1	5	0.15%	100%				5
Senior Staff Grade 1A	5	0.15%	100%				5
Senior Staff Grade 2		0.06%	100%				
Senior Staff Grade 3		0.03%	100%				
Office Holders	27	0.83%	100%				27
Grand Total	3254		97.9%	71	100%	2.1%	3325

The spread of Pay Bands amongst those declared Disabled (2.2% of population) is roughly comparable to the spread of Pay Bands amongst those not declared disabled (88% of population).

Forestry Commission

Disabled status and success of applicants for posts offered internally only
At 31 March 2008

Table 5

		Declared Disabled		Declared disabled as a %		Declared disabled as a %		Declared disabled as a %		Declared disabled as a %		Grand Total
		Yes	No	all applicants	all interviewed	all successful	all promoted					
Management Unit												
Business Units	Number of Applicants		15	0%								15
	Number Invited to Interview		15		0%							15
	Number Successful		7			0%						7
	Number Promoted		7				0%					7
England	Number of Applicants		103	1%								104
	Number Invited to Interview		57		2%							58
	Number Successful		43			0%						43
	Number Promoted		36				0%					36
Forest Research	Number of Applicants		9	0%								9
	Number Invited to Interview		6		0%							6
	Number Successful					0%						
	Number Promoted						0%					
Scotland	Number of Applicants		59	0%								59
	Number Invited to Interview		40		0%							40
	Number Successful		22			0%						22
	Number Promoted		18				0%					18
Silvan House	Number of Applicants		37	8%								40
	Number Invited to Interview		28		10%							31
	Number Successful		13			7%						14
	Number Promoted		11				8%					12
Wales	Number of Applicants		83	0%								83
	Number Invited to Interview		61		0%							61
	Number Successful		28			0%						28
	Number Promoted		21				0%					21
Total Number of Applicants			306	1%								310
Total Number Invited to Interview			207		2%							211
Total Number Successful			117			1%						118
Total Number Promoted			96				1%					97

Only 1% of staff declared disabled applied for posts offered internally.
 All disabled applicants were interviewed, representing 2% of all those who were interviewed.
 Only one declared disabled person was successful and that also represented a promotion for that person.

Staff are free to apply for any position offered internally for which they feel they have the correct qualifications.
 Staff do not always apply for posts at a higher level and therefore not all are contending for promotion.
 The Forestry Commission does not run internal promotion boards, but encourages open competition.


 Applicants <5

Forestry Commission

External Recruitment Cycle by Disabled Applicants

At 31 March 2008

Table 6

		Declared Disabled		Declared disabled as a % all applicants	Declared disabled as a % all interviewed	Declared disabled as a % all successful	Grand Total
		No	Yes				
Business Units	Number of Applicants	104		2%			106
	Number Invited to Interview	51			2%		52
	Number Successful	21				0%	21
England	Number of Applicants	1535	6	0%			1541
	Number Invited to Interview	375			1%		377
	Number Successful	110				0%	110
FC Graduate	Number of Applicants	115		2%			117
	Number Invited to Interview	115			2%		117
	Number Successful					0%	
Forest Research	Number of Applicants	274		1%			276
	Number Invited to Interview	84			1%		85
	Number Successful	22				0%	22
Silvan House	Number of Applicants	151		1%			153
	Number Invited to Interview	41			0%		41
	Number Successful	10				0%	10
Scotland	Number of Applicants	940	6	1%			946
	Number Invited to Interview	246			1%		249
	Number Successful	61				2%	62
Wales	Number of Applicants	237		1%			239
	Number Invited to Interview	79			0%		79
	Number Successful	21				0%	21
Total Number of Applicants		3356	22	1%			3378
Total Number Invited to Interview		991	9		1%		1000
Total Number Successful		245				0%	246

Only 1% of applicants declared themselves disabled.
 Disabled applicants represented 1% of all of those interviewed.
 One disabled person was appointed.
 Non-responses have been counted as Not Declared Disabled.


 Applicants <5

Forestry Commission

Internal Training by Disabled Participants

At 31 March 2008

Table 7

 Course Type	Gender	Not declared Disabled	As a % of all internal training	Declared Disabled	Declared Disabled as a % of all internal training	Grand Total
Forestry Management - Recreation	F	38	100.0%			38
	M	78	97.5%		2.5%	80
Total Forestry Management - Recreation		116	98.3%		1.7%	118
Forestry Management - Systems	F	57	100.0%			57
	M	189	100.0%			189
Total Forestry Management - Systems		246	100.0%			246
Forestry Management - Technical	F	37	100.0%			37
	M	277	97.9%	6	2.1%	283
Total Forestry Management - Technical		314	98.1%	6	1.9%	320
Info Tech - Desktop	F	92	96.8%		3.2%	95
	M	88	97.8%		2.2%	90
Total Info Tech - Desktop		180	97.3%	5	2.7%	185
Info Tech - Systems	F	11	100.0%			11
	M	10	100.0%			10
Total Info Tech - Systems		21	100.0%			21
Operational - Chemical	F	7	100.0%			7
	M	81	100.0%			81
Total Operational - Chemical		88	100.0%			88
Operational - Machines	F	28	100.0%			28
	M	666	99.9%		0.1%	667
Total Operational - Machines		694	99.9%		0.1%	695
Operational - Safety	F	18	100.0%			18
	M	220	97.8%	5	2.2%	225
Total Operational - Safety		238	97.9%	5	2.1%	243
Operational - Sustainability	F	32	100.0%			32
	M	130	99.2%		0.8%	131
Total Operational - Sustainability		162	99.4%		0.6%	163
Operational - Systems	F	8	100.0%			8
	M	61	100.0%			61
Total Operational - Systems		69	100.0%			69
Operational - Technical	F	61	95.3%		4.7%	64
	M	265	98.9%		1.1%	268
Total Operational - Technical		326	98.2%	6	1.8%	332
Operational - Wildlife	F		100.0%			
	M	69	95.8%		4.2%	72
Total Operational - Wildlife		73	96.1%		3.9%	76
People Skills - Admin	F		100.0%			
	M		100.0%			
Total People Skills - Admin		5	100.0%			5
People Skills - People	F	255	98.5%		1.5%	259
	M	306	98.7%		1.3%	310
Total People Skills - People		561	98.6%	8	1.4%	569
People Skills - Sustainability	F	100	100.0%			100
	M	130	98.5%		1.5%	132
Total People Skills - Sustainability		230	99.1%		0.9%	232
People Skills - Technical	F	31	96.9%		3.1%	32
	M	44	95.7%		4.3%	46
Total People Skills - Technical		75	96.2%		3.8%	78
Product Knowledge	F	94	97.9%		2.1%	96
	M	132	98.5%		1.5%	134
Total Product Knowledge		226	98.3%		1.7%	230
Grand Total		3624	98.7%	46	1.3%	3670

Total Staff not declared Disabled			3254
*% receiving internal training			111%
Total Staff declared Disabled			71
% receiving internal training			65%
*Some staff will have been on more than one training event in the year			

 Applicants <5

Forestry Commission

Staff in Post by Disability and Performance Assessment
At 31 March 2008
Table 8

Note - excludes those serving their probationary period, Office Holders, Contractors, Senior Staff Grade

Management Unit	Gender	Not declared Disabled						Declared Disabled						Grand Total		
		Good Performance	% receiving Good Performance (all staff)	Not Fully Effective	% receiving Not Fully Effective (all staff)	Top Performance	% receiving Top Performance (all staff)	Total NOT declared Disabled	Good Performance	% receiving Good Performance (all staff)	Not Fully Effective	% receiving Not Fully Effective (all staff)	Top Performance		% receiving Top Performance (all staff)	Total Declared Disabled
Business Units	F	36				12		48								49
	M	199				65		264								266
BUs Total		235	74.6%			77	24.4%	312		1.0%						315
England	F	239				101		341						5	346	
	M	445				191		640	16			5		21	660	
England Total		684	67.9%	5	0.5%	292	29.0%	981	19	1.9%		7	0.7%	26	1007	
Forest Research	F	74				23		97							98	
	M	121				35		157							160	
FR Total		195	75.6%		0.4%	58	22.5%	254		1.2%			0.4%		258	
Scotland	F	146				60		208							211	
	M	436				158		598	13					14	612	
Scotland Total		582	70.7%	6	0.7%	218	26.5%	806	16	1.9%			0.1%	17	823	
Silvan House	F	87				33		122	7					9	131	
	M	104				38		143							143	
Silvan House Total		191	69.7%		1.1%	71	25.9%	265	7	2.6%			0.7%	9	274	
Wales	F	60				24		84							85	
	M	158				58		216	6			0.4%		9	225	
Wales Total		218	70.3%			82	26.5%	300	7	2.3%		0.3%	0.6%	10	310	
Grand Total		2104	70.4%	15	0.5%	798	26.7%	2917	56	1.9%		13	0.4%	70	2987	

Total Disabled Top Performance as % all Disabled	18.6%
Total Non-Disabled Top Performance as % all non-Disabled	27.4%
Total Disabled Good Performance as % all Disabled	80.0%
Total Non-Disabled Good Performance as % all non-Disabled	72.1%
Total Disabled Not Fully Effective Performance as % all Disabled	2.9%
Total Non-Disabled Not Fully Effective Performance as % all Non-Disabled	0.5%


 Staff In Post <5

Forestry Commission

Grievance Cycle for Disability and Location

At 31 March 2008


Table 9

 Forestry Commission Management Unit		Not Declared Disabled	Declared Disabled	Grand Total
Business Units	Number of Grievances			2
	Number withdrawn			1
	Number Formally Investigated			1
	Number Upheld			
England	Number of Grievances			1
	Number withdrawn			
	Number Formally Investigated			1
	Number Upheld			
Forest Research	Number of Grievances			1
	Number withdrawn			1
	Number Formally Investigated			
	Number Upheld			
Scotland	Number of Grievances			4
	Number withdrawn			1
	Number Formally Investigated			3
	Number Upheld			
Wales	Number of Grievances			2
	Number withdrawn			
	Number Formally Investigated			2
	Number Upheld			1
Total Number of Grievances		10		10
Total Number withdrawn				3
Total Number Formally Investigated		7		7
Total Number Upheld				1

 Staff In Post <5

Forestry Commission

Discipline Cycle by Disability
At 31 March 2008
Table 10

 Forestry Commission								
Management Unit		Penalty	Gender	Disabled	Local Disciplinary Action	Investigation	Hearing	Appeal
Business Units	1	Dismissal	Male		Yes	Police Inv		Yes
	2	Noted Verbal Warning	Male		Yes			
England	1	Noted Verbal Warning	Male		Yes			
	2	Written Warning	Male		Yes			
	3	Written Warning	Male			Yes		
Forest Research	1	Dismissal	Female				Yes	Yes
	2	Formal Written Warning	Male			Yes		
	3	Formal Written Warning	Female			Yes		
	4	Formal Written Warning	Male			Yes		
	5	Resignation	Male			Yes		
Scotland	1	Compulsory Career Break	Male			Yes		
	2	Dismissal	Male			Yes		
	3	Formal Written Warning	Male			Yes		
	4	Formal Written Warning and Downgrading	Male			Police Inv		
	5	Noted Verbal Warning	Male		Yes			
	6	Noted Verbal Warning	Male		Yes			
	7	Written Warning	Male		Yes			
	8	Written Warning	Female		Yes			
	9	Written Warning	Male		Yes			
	10	Written Warning	Female			Yes	Yes	
	11	Written Warning	Male			Yes		
	12	Written Warning, Not Fully Effective, Training Plan	Female			Yes	Yes	Yes
Silvan House	1	Noted Verbal Warning	Female		Yes			
	2	Noted Verbal Warning	Male		Yes			
	3	Resignation before penalty	Male			Yes		
Wales	1	Dismissal	Male			Charge Admitted		Yes
	2	Formal Written Warning and Not Fully Effective	Male			Yes	Yes	Yes
Total Disciplinary Cases	27		6 Female 21 Male	<5				

Forestry Commission

Comparison Disabled numbers reasons for leaving
At 31 March 2008

Table 11

Reason for leaving the Forestry Commission	Gender	Not declared Disabled	Declared Disabled	Total Leavers
Actuarially Reduced Retirement	F			1
	M			1
Actuarially Reduced Retirement - Total				2
Age Retirement	F	20		20
	M	53		54
Age Retirement Total		73		74
Approved B Retirement	M	5		6
Approved B Retirement Total		5		6
Break in Perm Part-Year Appt	F			2
	M			1
Break in Perm Part-Year Appt Total				3
Career Break	F			2
	M			2
Career Break Total				4
Compulsory Redundancy	F	6		6
	M			2
Compulsory Redundancy Total		8		8
Death in Service	F			1
	M			4
Death in Service Total		5		5
Dismissal	F			2
	M	12		12
Dismissal Total		14		14
End of Casual/STT Appt	F	172		173
	M	258		258
End of Casual/STT Appt Total		430		431
End of Fixed-Term Appt	F	9		9
	M	20		20
End of Fixed-Term Appt Total		29		29
End of Secondment to FC	F			1
	M			1
End of Secondment to FC Total				2
Flexible Early Retirement	M	5		5
Flexible Early Retirement Total		5		5
Medical Retirement	M	5		5
Medical Retirement Total		5		5
Re-employed Pensioner Retired	F			3
	M			4
Re-employed Pensioner Retired Total		5		7
Resignation	F	54		54
	M	62		62
Resignation Total		116		116
Secondment out of FC / On Loan	F			2
	M			1
Secondment out of FC / On Loan Total				3
Transfer out of FC	F			1
	M			2
Transfer out of FC Total				3
Grand Total		711	6	717

Declared Disabled Leavers as a % all leavers	0.8%
Disabled Leavers as a % Disabled Staff in Post (71) at 31/3/08	8%
Non-disabled Leavers as a % Non-disabled SiP (3254) at 31/3/08	22%

Staff In Post <5

Forestry Commission

Appendix 2

Further Details of Customer Service Initiatives

Initiative/Project Name:	Working with deaf students
FC Department:	Peninsula Forest District, Haldon Forest Park
Background:	Three half day events to assist new students to integrate into existing class groups at the Royal College for the Deaf in Exeter
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	Engagement with new students to the Royal College for the Deaf in Exeter through sensory walks and instruction.
Objective/(s):	To assist new students to integrate into existing class groups at the Royal College for the Deaf in Exeter
Outcome:	Short sensory walks were conducted depending on the students disabilities (some had severe physical disabilities/autism)
Project Time	Three half-day events

Initiative/Project Name:	Working with children with disabilities
FC Department:	Peninsula Forest District, Haldon Forest Park
Background:	Work in partnership with Devon County Council to bring together the few children in the area who have significant sight problems but also attend mainstream schools. These children were at risk from social exclusion.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	Cycling and a Bush Craft Skills day for children with little or no sight. A day long programme of activities included a sensory walk in the forest, mountain biking on tandems, tag-alongs, fire lighting and marshmallow toasting.
Objective/(s):	To bring them together and take part in joint activities.
Outcome:	Seven children attended each with a carer and ranged in age from 5-12 years
Project Time	1 day event

Forestry Commission

Initiative/Project Name:	Riding Wood Trail
FC Department:	North West Forest District
Background:	Facilitating riding for the disabled.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	Regular riding for the disabled through the Riding Wood Trail.
Objective/(s):	Continually working with and encouraging groups of people with learning and physical disabilities to the facilities and activities at Grizedale
Outcome:	Attracted 150 people and the event was featured in the local press
Project Time	On-Going

Initiative/Project Name:	Family Fun Day
FC Department:	Peninsula Forest District, Cornwall
Background:	Engagement with individuals with and without disabilities and Vitalise a registered charity based in Churchtown farm, Lanlivery in Cornwall which provide essential breaks for disabled people and carers
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	Organised a family fun including a sponsored walk for all abilities including wheelchair users, family dog show, a duck race (plastic ducks) and a raffle.
Objective/(s):	For individuals of all abilities to enjoy a family fun day at Cardinham woods.
Outcome:	
Project Time	1 day event

Forestry Commission

Initiative/Project Name:	Conservation work with disabled people
FC Department:	Peninsula Forest District, Haldon Forest Park
Background:	Worked in partnership with an organisation called PLUS who have been in operation since 2001. Registered disabled adults with long term depressive illness who are assisted with their rehabilitation by attending.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	Weekly event (Wednesdays) for up to 12 registered disabled adults carrying out conservation/recreation tasks.
Objective(s):	To assist registered disabled adults with long term depressive illness
Outcome:	Up to 12 registered disabled adults attending on a weekly basis to carry out conservation and recreation tasks. A number of the group are now in employment, have started training courses or completed NVBQ training at Haldon.
Project Time	Weekly Workshops (Wednesdays)

Initiative/Project Name:	Ellen Tinkham School project
FC Department:	Peninsula Forest District, Haldon Forest Park
Background:	Ellen Tinkham is a Community Special School, in Exeter, for children and young people aged 3-19 years, who have severe learning disabilities. All their children have a statement of special educational needs. We work in partnership with Ellen Tinkham School, to assist their students in their development and quality of life.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	Weekly event (Wednesdays) 4 students with special needs from Ellen Tinkham School in Exeter carrying out conservation/recreation tasks
Objective(s):	To provide purposeful outdoor activity which assist the students in their development and quality of life.
Outcome:	4 students attending on a weekly basis during term time.
Project Time	Weekly Workshops (Wednesdays) Term time

Forestry Commission

Initiative/Project Name:	Building skills and confidence through volunteering
FC Department:	Peninsula Forest Park, Haldon Forest Park
Background:	We have developed a relationship with a number of adults with special needs and their carers and seek to provide voluntary activity to develop their social skills and build esteem and confidence, leading to them seeking longer term employment
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	Weekly event (Thursdays) 3 adults with special needs and their carers come from Teignmouth to carry out trail and hub maintenance.
Objective/(s):	To improve the individuals abilities to live independent lives and possibly gain employment.
Outcome:	These adults have been coming in for the past 18 months on a weekly basis but now want to extend their volunteering to two days a week.
Project Time	Project in operation for 18 months once a week to now be increased to twice a week.

Initiative/Project Name:	“Wildlife in the Woods” at Lydford
FC Department:	Peninsula Forest District, North & West Devon
Background:	20 individuals with varying disabilities from Fulfilling Lives, Molly Owen, Tavistock and Puzzle Tree, Okehampton, being given the opportunity to visit a place they would not normally have the opportunity to visit.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	Individuals with varying abilities took part in small mammal trapping and observation, moth trapping and ID, bug hunts, pit fall traps, painting and drawing and also enjoying being in a remote part of Lydford Forest.
Objective/(s):	To work with a variety of local disability organisations and introduce their clients to the outdoor natural environment
Outcome:	Children and young people experiencing the woodland environment, some for the first time.
Project Time	1 day event dedicated as a ‘Diversity Day as part of a week long series of events and activities.

Forestry Commission

Initiative/Project Name:	Family Fun Day
FC Department:	Peninsula Forest District, Cornwall
Background:	Engagement with individuals with and without disabilities and Vitalise a registered charity based in Churchtown farm, Lanlivery in Cornwall which provide essential breaks for disabled people and carers
Action	Organised a family fun including a sponsored walk for all abilities including wheelchair users, family dog show, a duck race (plastic ducks) and a raffle.
Objective/(s):	For individuals of all abilities to enjoy a family fun day at Cardinham woods.
Project Time	1 day event

Initiative/Project Name:	Practical Conservation Projects with Mental Health patients
FC Department:	Sherwood Forest District, Sherwood Forest Community Rangers
Background:	A partnership project working with Derbyshire NHS and Sherwood House Mental health groups to provide individuals with mental health problems with opportunities to gain confidence, motivation and learn new skills.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	<p>Working in partnership with Derbyshire NHS and Sherwood House Mental health groups, clients living within the local community, are either picked up by their care workers or bussed in from their secure units to get involved with a variety of practical tasks</p> <p>On a weekly basis the volunteers are involved with clearing scrub for the Dingy Skipper butterfly, pond surveys general site maintenance and creating areas to be used for the education of other groups.</p> <p>The work done with these groups to improve Dingy Skipper habitat was recognised by the Butterfly Conservation Trust and nominated for a Network Rail Environmental Award. Although the project did not receive an individual award it did get a special mention from Bill Oddy at the ceremony.</p> <p>Over the past 18 months Vince Lennox has worked on a one to one basis with mental health patients on the road to recovery and looking to get back into work.</p>
Objective/(s):	To assist mental health patients to learn new skills, gain confidence and motivation by being outdoors and away from their normal surroundings, which is often a day care centre or hospital wing.
Outcome:	<p>Individual's confidence, motivation and skill is ever increasing with the programme becoming ever more popular and new patients being referred.</p> <p>The Weekly woodland management tasks really boost commitment, dedication, confidence and drive in these volunteers. One client has already found work, aided by the regular voluntary hours that he put in.</p>
Project Time	Has been running for 18 months and on going.

Forestry Commission

Initiative/Project Name:	Disability provision at Westonbirt Arboretum
FC Department:	Westonbirt Arboretum
Background:	Westonbirt is a member of the Association of Leaving Visitor Attractions (ALVA). ALVA undertakes benchmarking from a variety of leading visitor attractions which allow us to compare our delivery against others.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	ALVA Spring Survey results for Westonbirt Arboretum:- <ul style="list-style-type: none">• 14% of groups have a member within their party with a disability (compared with 26% of autumn groups). This is much higher than the overall average for ALVA members – which is 4% and 6% for spring and autumn respectively. Westonbirt has a greater % of disabled visitors' compared with most sites.• Satisfaction with Westonbirt in terms of accommodating disabled visitors is 1.62 (2=Excellent, 1= good) this is up from autumn, when our rating was 1.05. Both up higher than the overall average for ALVA members of 0.75 respectively. Westonbirt is already a highly accessible site. Guided Walk Development for Disabled Users <ul style="list-style-type: none">• Analysis from our feedback form responses indicates that approximately 10% of respondents consider themselves (or one of their group) disabled. Six respondents had mobility issues, one had a hearing impairment. All respondents indicated that the walk met their needs. We are currently working with a group of guides to develop walks that better fit with disabled visitors' needs including hard path routes for visitors with mobility issues and sensory rich walks for visually impaired groups. Have hosted two walks with the RNIB this year and we are in discussion with a local charity who are looking to develop a project to demonstration sites for highlighting best practice for encouraging visually impaired visitors into nature.
Objective/(s):	To improve the range of facilities and services at Westonbirt for disabled visitors
Outcome:	Visitor satisfaction

Forestry Commission

Initiative/Project Name:	Access and Interpretation of Newmillerdam Arboretum
FC Department:	Newmillerdam Arboretum
Background:	To help create a variety of resources (tactile map, cassette guided walk, tactile signage) to assist blind and partially sighted access and interpret the restoration of a two hectare arboretum in public woodlands.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	The Wakefield Tree Warden Network will work in partnership with Groundwork Wakefield's NewLeaf Project, West Yorkshire Blind Association and Wakefield Metropolitan District Council to deliver the appropriate resources. Tree Warden Network volunteers will prepare and record the guided walk cassette. NewLeaf will work with the Tree Warden Network to draft, part resource and create a tactile map. All work undertaken with careful guidance from members of West Yorkshire Blind Association
Objective/(s):	To help create a variety of resources (tactile map, cassette guided walk, tactile signage) to assist blind and partially sighted access and interpret the restoration of a two hectare arboretum in public woodlands.
Outcome:	Over 12 month period 30 satisfied blind or partially sighted Newmillerdam Arboretum visitors
Project Time	June 2008 – June 2009

Forestry Commission

Initiative/Project Name:	Children's Fun Day in the Forest
FC Department:	New Forest
Background:	Forest Fun Day specifically for groups of children with learning difficulties and/or disabilities from local special needs schools
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	<p>The activities can be organised in advance amongst the district's rangers and with minimal cost since few materials not found in the forest will be used. We will work with local special needs schools to choose representatives from each school who will most benefit from the day. We hope to be able to accommodate 70 people on the day including carers. Having discussed this with the local Connexions representative we predict of the 70 around 25 will be carers and 45 children.</p> <p>Working in partnership with Connexions and local special needs schools in Organising the day and in follow up visits to the schools to hold Forest Workshops.</p>
Objective/(s):	<p>To run a Forest Fun Day specifically for groups of children with learning difficulties and/or disabilities from local special needs schools. The day would run on timed slots for each activity. This would mean everyone has a chance to take part in every activity. The main "event" would be a ride into the Forest on a specially adapted mini-tractor and trailer which has seating but can also take wheelchairs. The tractor, trailer and driver are provided by a local charity New Milton Age Concern and the funding to be given as a donation for the use of their equipment. The day would run from 10.30 to 2.30 with six 30minute rides on the tractor-trailer. Other activities would aim to show the children things they can do anywhere on the Forest like looking for insects, using all their senses and creating collages on the forest floor. The children would vary greatly in interests and abilities so activities would be adaptable enough to suit all the children.</p>
Outcome:	<p>Visited the "Voices Forum" made up of 14-24 year olds who live in or around the New Forest who have learning difficulties/disabilities. The feedback received from the visit was that they enjoy going to the New Forest but feel a bit scared because they don't know what to do there and what they are not allowed to do. The carers also highlighted that parents can feel less confident taking their children to unfamiliar environments. The aim of the day is to show the children lots of activities they can do on the Forest particularly with families outside of school time. The children who attended the day were asked to write, draw or make something to show the other children in their class about the day and then take part in an informal presentation to their class. This was aimed at reaching more children than simply those who attended on the day. A Ranger visit to the local special needs schools to take workshops on the Forest are planned for the future. In these workshops we will be able to follow up on how many children talked to their parents about the Fun Day and how many have been into the Forest since then. It will also allow us to work more closely with schools in the future especially with regard to providing a link to parents who may not yet feel comfortable taking their children out into the New Forest.</p>
Project Time	1 Day followed by in school visits Visits to schools to hold Forest Workshops planned for follow up work/progress.

Forestry Commission

Initiative/Project Name:	Tess Forest Mobility Rambles
FC Department:	The Tees Forest
Background:	To provide the opportunities for disabled people to be able to access local woodland sites within the Tees Valley by running a series of five disability rambles using electric mobility scooters.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	<p>The funding will help us run the activities with a total of 5 rambles planned, providing the scooters, transport and staff support on a range existing and new community woodland sites in The Tees Valley. It will help to cover the costs of the promotion, transport via Stockton Community Transport who arrange to transport the clients from their homes to the sites and also support staffing. The ramble dates will be advertised and promoted through disability centres and shops and on specific website events listings.</p> <p>Partnership working with Stockton on Tees and Hartlepool Borough Councils, Stockton Shop Mobility and Stockton Community Transport.</p>
Objective(s):	<p>The funding would provide the opportunities for disabled people to be able to access local woodland sites within the Tees Valley. We wish to run a series of five disability rambles using electric mobility scooters we have previously acquired as apart of a Forest Mobility scheme. These will be specifically targeted at mobility clients from Shop Mobility and day care centres in Stockton-on-Tees with whom we have worked on previous occasions. These rambles will give disabled people the opportunity to access countryside and woodland sites that they would not normally have the chance to do without the provision of scooters, transport and support staff.</p> <p>This allows them to experience nature at close quarters on an organised event with similar likeminded people and gives a whole new life perspective to a marginalized section of society. We have worked and engaged people with different levels of disability from spinal injuries, invalid people with walking difficulties, MS patients and people with early onset dementia.</p> <p>These activities have the benefit of broadening horizons and improving health and well being, both physical and mental. Allowing participants to derive benefit from coming into contact with nature and ensuring that they are not just confined to their home and urban areas but can genuinely benefit from outdoor activity just the same as able bodied people.</p>
Outcome:	<p>Success judged on the basis on numbers of participants and enjoyment levels of these, plus the level of media coverage and feedback from publicity for the events.</p> <p>Satisfaction surveys conducted to gauge enjoyment of the events</p> <p>The target is to run the series of five public rambles but also to engage groups to uptake in the mobility scheme and request further rambles thereby building up the support and awareness of the forest mobility scheme.</p>
Project Time	April – September 2008

Forestry Commission

Initiative/Project Name:	Woodlands for All
FC Department:	Forest of Avon (West Tanpit Wood and Jubilee Stone Wood)
Background:	Improving access and information in two woods which have been recently improved by removing barriers, building new trails & bridges and publishing 'easy to read' leaflets. Project particularly aimed at children from local schools with learning and physical disabilities.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	There is a special school within a five mile radius of each of the woodlands and these have been identified for involvement in the project. Children at these schools experience learning difficulties and some also have physical disabilities. Teachers at each school expressed a desire to be involved with the project. Initially, each school was invited to participate in a half day session of woodland based activities at one of the two sites. This exercise was used to help pupils to learn about the woodland environment and stimulate ideas for designs on the marker posts. Once the marker posts had been created and installed in each woodland the schools were invited to a launch event and 'treasure hunt' where pupils followed the new trails to find and identify the marker post incorporating their design. Each school group will included between 8 and 10 pupils aged between 11 and 15 years old. Working in partnership with Forest of Avon, North Somerset Council, Backwell Environment Trust, and Forestry Commission.
Objective(s):	To work with children from special schools in North Somerset to create unique markers for two woodlands which have recently been improved under the Forest of Avon's 'Woodlands for All' scheme. This programme funded by the North Somerset Aggregates Levy grant, has been improving access and information in these woods by removing barriers, building new trails & bridges and publishing 'easy to read' leaflets. The grant will help pay for visits and woodland workshops for two different schools to engage with and learn about the nature and heritage of each wood.
Outcome:	We hope to involve up to 20 special needs pupils from two different schools in two newly improved woodlands to help promote the woodlands to the schools and the children. We are aiming to create about 8 markers – four for each woodland. Our previous work in special schools has indicated that many of these children rarely visit the countryside or woodlands either with their school or with their families. We are hoping that by having a direct input into the improvement of these woods children will be encouraged and enthused to return with their families and friends. The new promotional leaflets will be circulated within the schools and a follow up survey of the classes involved later in 2008 will provide us with feedback on how many repeat visits have been made.
Project Time	March – June 2008

Forestry Commission

Initiative/Project Name:	Cycling for all abilities
FC Department:	North Yorkshire
Background:	Strengthen the partnership between the Forestry Commission and disabled community groups by making the forest more accessible for people with disabilities.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	Working in partnership- with The friends of Dalby , Whitby D.A.G and Rydale Special Families to make the forest more accessible for disabled people.
Objective/(s):	To obtain funding to purchase a mountain bike for people with disabilities.
Outcome:	Organised a bike demo day, where bikes from London Recumbents were made available. The local Disablement Action Group were invited to test the bikes on the day.

Initiative/Project Name:	The Forest of Merica – Access for all
FC Department:	The Forest of Mercia
Background:	To make woodland walk information accessible to people with disabilities to access local woodland and have the knowledge and confidence to enjoy local natural areas and reap all the benefits for physical, social and emotional well-being of groups and individuals. Printing woodland walk information for groups whose focus is specially people with disabilities.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	A member of the Forest of Mercia team visited specific groups who focus on people with disabilities with information about local woodland walks. Through this face-to-face contact it enabled the groups to discuss the walks and consider any barriers, and what could be done to overcome these barriers and generally gain in confidence with getting out into local woodland areas. Project initially offered to 10 groups, with a member of the team visiting the groups and then the groups being taken out on woodland outings. Worked in Partnership with the local Councils for Voluntary Sector in identifying groups.
Objective/(s):	To: <ul style="list-style-type: none"> • engage with 10 groups who work with people with disabilities • Disseminate woodland walk information to these 10 groups • Undertake woodland outings/woodland walks with 30 people with disabilities • Encourage people with disabilities to visit local woodlands
Outcome:	Objective achieved and measured, feedback forms completed by participants and photographs taken.

Forestry Commission

Initiative/Project Name:	Coed y Brenin Forest Trails
FC Department:	FC (Wales)
Background:	Coed y Brenin
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	<p>In conjunction with the construction of a new visitor centre in Coed y Brenin Forest Park, the past 3 years has seen a number of opportunities being taken to enhance access for all in the beautiful mountainous terrain of Southern Snowdonia. A suite of four "stand alone" all access trails has been created throughout the forest. The longest trail starts outside the centre itself and leads down to a river side picnic site complete with carved slate sculptures and interpretative bench reflecting on the droving history of the site, Dolgefeilliau - The Smithy by the River. Further down the River at the Tyn y Groes picnic site there are accessible toilets, bbq's and an all ability trail winding through the Big Douglas to the King and Kings' Guard, the tallest trees in the forest.</p> <p>The final 2 sites are close together on the Afon Babi, with newly dedicated parking and picnic areas. Glasdir has a short trail along a disused tramway and terminates at the top of the old copper mine workings looking down cascading concrete tiers slowly being reclaimed by nature. There is a wind up store at the viewpoint telling the tale of those who worked in the mines, the site where the Elmore brothers invented the "copper flotation technique" which is still used to process copper world wide today.</p> <p>The planning and construction of the trails was undertaken by Graeme Stringer, Coed y Mynydd Recreation Ranger and Peter Oxbury, FCE. All trails were built to Fieldfare Trust specifications (BT Countryside for All). Merionydd Access Group was engaged early on and have worked closely throughout the development of all these trails.</p>
Objective(s):	To encourage use of Coed y Brenin and the All Access trails by as wide a range of users as possible, with a variety of interesting routes.
Outcome:	The trails have been heavily used across the community, including Dolgellau special needs unit and the site has been used by Gwynedd Council/Sports Council for Wales to launch a number of regional campaigns including Walking your way to Health.
Project Time	Future developments will include a series of bi-lingual MP3 based audio trails, available to download free from the FC website, which will also be available in printed form for those with hearing difficulties.

Forestry Commission

Initiative/Project Name:	Cydcoed – Example 1 – Tan Dinas All Ability Path.
FC Department:	Forestry Commission Wales – Grants & Regulation
Background:	The Cydcoed programme was a £16m grant programme that helped community groups use woodlands for community development anywhere in the Welsh European Objective 1 area. The programme is now finished, and has grant aided around 200 community groups enabling them to carry out work in woodlands to improve the condition of the woodlands, open up woods with new paths, signs and benches, buy land for woodland creation, plant trees, developed forest facilities such as forest schools, woodland based businesses, or recreational facilities.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	<p>We worked with properly constituted community groups and helped them develop their ideas into plans, helped them put together the funding application form, and helped them deliver the project. The groups we worked with had to have a constitution and many were helped to become legal entities such as companies limited by guarantee, or co-operatives. Each group had to be inclusive and open to all members of the community. A number of groups had members from both the BME and disabled communities. All physical work had to comply with the DDA, making access available for all wherever possible.</p> <p>Name of group making bid: Betws y Coed Community Council</p> <ul style="list-style-type: none"> • Created an all ability trail, to “BT Countryside for All” specifications, which will allow all classes of user to experience the atmosphere of Tan Dinas, with its riverside environment and mature Douglas Fir crop. Total length of the trail is in the region of 350m, part of which is a boardwalk. • Provided a higher quality visitor experience for all visitors to Betws, but with particular emphasis on improving the facilities available for those less physically able. • Interpreted the forest & river environment in a way, which is accessible to all abilities. • Created a community partnership between the local people of Betws y Coed and Forestry Commission, which involves the community in the long term management of the Tan Dinas wood
Objective/(s):	To deliver community development by means of practical woodland improvement projects. Resulting in stronger community groups with an active interest in the control of their local environment.
Outcome:	<p>Path improvement and boardwalk makes it easy for people of all abilities to enjoy woodlands</p> <p>Group has had lots of positive comments from people with disabilities who are now able to use woodlands.</p> <p>Proximity of existing car park has been beneficial, as there are already a large number of people coming here, many of whom couldn't use woodland before project was completed.</p> <p>Whilst there was a public footpath there already, tree roots and seasonal flooding meant it couldn't always be used – now fully accessible all year.</p> <p>Increased number of visitors who make use of the path is already evident, which in turn generates a welcome increase in business activity for local shops and hotels.</p>
Project Time	Project ran from Mar 2007 to May 2008

Forestry Commission

Initiative/Project Name:	Four Wheel Mountain Bikes – specific downhill trails
FC Department:	FC GB Recreation group
Background:	Disabled downhill mountain bikers believed that the Forestry Commission was discriminating against them by not providing the same opportunity of access to and use of downhill mountain bike trails as it did to non-disabled people. Under Equality legislation, General and Specific duties, the FC has a duty not only to avoid discrimination but to positively promote provision for disabled users of its Estate.
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	The appointment, within the FC GB Recreation Group of a person specifically to review the situation and seek means to enable provision of facilities for disabled downhill mountain bikers. Direct consultation with Rough Riderz, investigating all aspects of providing trails, including access, uplift, trail design and health and safety. Joint review with the Fieldfare Trust, investigating the legal requirements and constraints surrounding provision of downhill mountain bike trails for disabled people.
Objective/(s):	To establish the legal position surrounding provision of downhill mountain bike trails for disabled users. To find means to allow and promote access to and use of mountain bike trails. To create guidance for the creation of suitable mountain bike trails for disabled users. To find means to embed consideration of disabled cyclists within the Forestry Commission.
Outcome:	Downhill Mountain Bike Trails for disabled people using 4 wheel bikes are now available in 7 locations in FC woods in GB. Plans are in hand to create more. FC employees are much more highly aware of involving disabled bikers at the inception of mountain bike trail design. Design guidelines are in draft form, showing minimum specification to accommodate 4 wheel bikes (gravity reliant) on downhill mountain bike trails. Plans are in hand for similar design guidance for hand crank cycles.
Project Time, Funding, Evaluation & Future Plans	Ongoing

Forestry Commission

Initiative/Project Name:	Branching Out – Conservation and Greenspace on Referral
FC Department:	Forestry Commission Scotland, Central Scotland Conservancy.
Background:	<p>Green environments are good for us, they facilitate physically active recreation, and help promote health & wellbeing and social interaction. Recognising this potential, Forestry Commission Scotland is working to explore the influence that exposure to woodlands and greenspace has on flourishing mental health. It appears that people who use or live near green environments, including woodlands, are in general healthier and more active than those who do not. This has led to those in health improvement asking “can green environments be used to help treat a range of health problems?”</p>
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	<ul style="list-style-type: none"> • A partnership has been set up including Glasgow Clyde Valley Green Network Partnership, Greater Glasgow & Clyde NHS Board, Glasgow Centre for Population Health, Glasgow City Council and Forestry Commission Scotland. • Cathkin Braes Country Park and Carmunnock Willow Coppice woodland were identified as the most suitable areas in which to develop the project. Both sites were on the outskirts of Glasgow and offered a variety of environments for the project to utilise. • A steering group was established, chaired by Forestry Commission Scotland, which included representatives of all the partners along with staff members from the primary, secondary and tertiary care services referring patients. • A 12 week program of activities was developed to include physical activity, relaxation, environmental art, bushcraft skills, conservation and tool handling.
Objective/(s):	<ul style="list-style-type: none"> • Improve the quality of life for adults experiencing mild to moderate and severe and enduring mental health issues in Greater Glasgow. • To offer greenspace on referral as an option to patients receiving treatment for mental health issues. • To increase and strengthen the evidence base for mental health benefits attributable to woodland activities. • Encourage the development of effective partnership working between forestry and health, social care and voluntary service providers. • <i>To engage with key priority mental health groups in health improvement activity in woodland.</i> • The development of effective referral protocols, risk assessment tools, safety management and user involvement processes.
Outcome:	<ul style="list-style-type: none"> • Twelve Branching Out groups have run with 77 people completing the course overall. • Services engaged have ranged from inpatient forensic services and recreational therapy, to mental health resource centres and employment services. • <i>Four award ceremonies have encouraged participants to share their achievements with friends and family.</i> • 75 people have completed their Discovery level John Muir Award. • A display of environmental art was created by participants and workers for the Scottish Mental Health Arts and Film Festival at the National Museum of Rural Life. • A DVD was created to promote the project, and separate leaflets provided for volunteers and health care providers.
Project Time, Funding, Evaluation & Future Plans	<p>October 2007- Dec 2008 Funding – FCS £33.5K, GCVGNP £30K, NHSGGC £10K, GCPH £6.5K Future – Full evaluation report end 2008 Resource Guide end 2008 3 papers submitted for peer review Exploring options with NHS to extend the project longer term.</p>

Forestry Commission

Initiative/Project Name:	Khush Dil (Happy Hearts) – Engagement with the South Asian community in Glasgow
FC Department:	Forestry Commission Scotland, Central Scotland Conservancy
Background:	<p>Analysis of census data reveals that Scotland’s South Asian population is mainly Pakistani, with a large minority of Indian people and a small minority of Bangladeshis. As a whole South Asians are concentrated in the inner cities and are less affluent than the general population. In addition to this visitor statistics for the National Estate show that only 1% of visitors are from a BME background when 2% of the population is from a BME background.</p> <p>Accessing woodlands and forests has been shown to have a positive impact on health and wellbeing and affords the opportunity to take part in different types of physical activity. Which will be of great benefit to the South Asian population as they are more at risk from type II diabetes and coronary heart disease.</p>
Action (including groups engaged, how they have been engaged, and aim of initiative/project):	<p>Aim –Engage with South Asian groups in Glasgow to promote the benefits of accessing woodland and forest for health and well being.</p> <ul style="list-style-type: none"> ▪ Production of radio adverts in English and Punjabi promoting Kush Dil. ▪ Adverts aired for two 4 week blocks on Awaz FM ▪ Production of promotional leaflet and poster to promote the engagement. Adapting current FCS format and including appropriate photos of groups accessing woodlands and forest. ▪ 30 min radio programme, to promote the engagement including interviews with group leaders who have been involved with 1st time woodland visits. ▪ Article to be produced for Awaz FM monthly newsletter. ▪ Banner on Awaz FM website promoting the initiative and linking to FC website. ▪ Engage with a variety of South Asian groups in Glasgow. ▪ Provide presentations on who FCS are and what we do to 4 groups. ▪ Organise four 1st time woodland visits to WIAT and national estate. ▪ Explore possibility of attending the Glasgow Mela.
Objective/(s):	<ul style="list-style-type: none"> ▪ Engage with the South Asian population in Glasgow. ▪ Facilitate first time woodland visits. ▪ Provide presentations to raise the profile of FCS and what we do. ▪ Encourage groups to access their local woodlands.
Outcome:	<ul style="list-style-type: none"> ▪ 5 presentations given to a variety of South Asian groups including Muslim, Sikh and Hindu groups. ▪ 3 first time visits to an urban woodland in Glasgow. ▪ 1 first time visit to national estate, David Marshall Lodge. ▪ Attendance at Glasgow Mela. ▪ Production of radio adverts, radio programme, leaflets, posters, 3 articles in monthly Awaz FM newsletter ▪ Press coverage in Herald and Eastern Eye Scotland. ▪ Video footage of visits to urban woodland and national estate.
Project Time, Funding, Evaluation & Future Plans	<p>January – June 2008. Funding from Central Conservancy £8K. Future – money identified to continue engagement work across central Scotland till April 2009. Future - FDP submitted and approved to employ and engagement officer for 3 years commencing April 2009.</p>