

Forestry Commission Equality Analysis Form

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

Galloway Forest District – Strategic Plan

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

To tell the story of Galloway Forest District (GFD) and summarise directions in its management for the period 2013-15. This seeks to build on the GFD Strategic Plan 2009-13 which focussed on defining the tasks that GFD, as district managers would accomplish.

The revision of the Strategic Plan for the National Forest Estate (NFE) will provide a clear steer for the revision of the local plan.

Held within this document the EqA captures the key actions contained in the NFE strategic plan 2013 – 2016 how GFD will take action – when and where appropriate to remediate the lack of information. A national decision has been taken to seek a new approach in terms of strategy for the NFE whilst retaining the original six strategic aims (captured below), ensuring clarity and fitness for purpose in the revised document.

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

The Strategic Plan document for GFD will not have a new impact on people as its main function is to explain existing policy. The land that GFD occupies, on the other hand, is a major source of public benefits and impacts on a wide range of people both as workers, leisure users, neighbours and stakeholders.

The document lays out the six goals for the National Forest Estate:

- Safeguarding ‘national forestry treasures’
- Delivering forestry for people and rural development benefits
- Timber production for market stability and development
- Contributing to the Scottish Government’s renewable energy targets
- Landscape-scale management for biodiversity and ecosystem services
- Supporting policy, R&D and exemplars of land use integration and best practice

Our management aims are described around a further six aspects:

- Treasured. Treasured by the nation as a truly multi-purpose resource sustaining livelihoods, improving the environment, and as a place for enjoyment and involvement.
- Healthy. Healthy ecosystems sustainably managed to provide ecosystem services in a changing climate.
- Productive. Managed to sustain and utilise the productive potential of the land.
- Accessible. Local woodlands and national treasures easily accessible, welcoming and open for all.
- Cared for. Well looked after countryside with natural and cultural heritage in good condition.
- Good value. Using the income-generating potential of the Estate to minimise the net cost of delivering public benefits.

These goals and aims can be mapped against the main people impacts:

Workers: GFD is one of the largest districts with 102 direct staff and many contractors engaged in delivering all six goals. We recognise that we cannot achieve our aims without a professional, motivated, diverse and dedicated workforce. Forestry Commission Scotland is an equal opportunity employer and has a full suite of processes and guidance in place to encourage and ensure equality in the workplace for both direct employees and contractors. We recognise that there are equality challenges for workforce development, particularly in relation to a historically male-dominated industry and workforce, and also in relation to the limitations imposed by the outdoor/forest environment for those with some disabilities. It may also be the case that those in more urban-based cultural groups are less likely to consider employment in a land-based industry like forestry.

Leisure users: Some estimated 800,000 visits are made each year to GFD, many using designed recreation

facilities, for example for mountain biking and walking trails. (*FC Scotland (FCS) All Forests Visitor Monitoring; Survey of visitors to FCS forests 2004-2007*)

Two principle equality issues have been the focus in recent years: i) how can we make our existing forests more accessible to a wider range of people; and ii) building on the FCS repositioning programme, what opportunities are there for the NFE to provide in terms of closer access to where people live.

In our efforts to make our existing forests more accessible to a wider range of people we recognise that there are both physical and psychological barriers to access. Physical barriers in relation to terrain, location and facility design can have a negative impact on those with some disabilities, and on the elderly or those with young children. There may be psychological barriers to accessing forests for those more familiar with the urban environment, for some ethnic groups with negative cultural associations with the countryside, and for those groups that might have a fear of crime in the secluded forest environment.

Our estate repositioning programme also recognises the locational barriers to access, particularly for those without private transport. Many people in Scotland are unable or unwilling to take part in enjoyable woodland activity due to factors such as disability, distance, low income, or fear of crime. Using or creating woodland nearer to people, and creating opportunities for group activity potentially can help to overcome these forms of social exclusion.

Just over four-fifths of our visitors travel to the forest by car (84%), 13% walk to the forest while much smaller proportions use other types of transport. No visitors to GFD use public transport to reach the forest. (*FC Scotland All Forests Visitor Monitoring; Survey of visitors to FCS Forests 2004-2007*). This is due in part either to the seasonal nature of some public transport services to the forests or no public transport provision to the forests is in place. GFD has acquired a site close to Stranraer where we can create local countryside leisure opportunities accessible to more people on foot or by public transport. Nationally, between 2006 and 2009 the proportion of the population with accessible woodland greater than 20 hectares within 4 kilometres of their home has risen from 68% to 83% which has the effect of widening opportunities to visit the NFE to the Scottish population as a whole. (*The Scottish Forestry Strategy: 2011-2014 Implementation Plan & 2010-2011 Progress Report*).

([http://www.forestry.gov.uk/pdf/SFSprogressindicators2011.pdf/\\$FILE/SFSprogressindicators2011.pdf](http://www.forestry.gov.uk/pdf/SFSprogressindicators2011.pdf/$FILE/SFSprogressindicators2011.pdf)).

Neighbours and stakeholders: We take stakeholder and neighbour consultation seriously in managing GFD. This is evidenced through our FSC sustainable forestry certification which requires an appropriate level of ongoing stakeholder engagement (see <http://ukwas.org.uk/>). We recognise the ongoing challenge of engaging with as yet uninvolved people and groups, and how we need to target limited engagement resources to best effect. A particular challenge is to engage with those in urban communities who may have less initial knowledge of the natural environment, including those cultural groups focused in the urban environment. In all areas we are increasingly recognising the need to arrange community consultation in places and at times most likely to be convenient to as wide a cross-section of the community as possible.

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

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

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| New. | Yes – however it should be noted that there is no change to management priorities or approach, but in how we communicate the role of the NFE |
| 3 year review. | |
| Early review, explain why. | |
| Review due to end of the initiative. | |

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

7. How will this initiative be put into practice?

The effort and focus of Forest Enterprise Scotland is devoted to the subject of the National Strategic Plan, namely managing the NFE. The local Strategic Plan for GFD is the document that contains the direction for the district following the national direction but aligned to the local context.

The National Strategic Directions was received by all staff over spring and summer of 2013 and the direction of the key themes has been imbedded through our design plans and business planning processes. Team leaders within the main disciplines in GFD will relay the strategic plans, and how their teams contribute to the delivery and success of the districts and therefore the national strategic plan in their own team meetings.

Our external communication, we will align our up-graded web-site (due to go live late 2014) to the priorities and messages in the strategic document. Local consultations on, for example, our forest plans will be guided by the local strategic directions. GFD will carry out a stakeholder and public survey in 2014 that will identify whether or not the community councils that are used are a true reflection of the known demographics of their area.

8. What evidence regarding the protected characteristics have you obtained to analyse this initiative? Quote sources including details of engagement.

The key sources of data used for the purpose of this Equality Analysis include:

2011 Census Information

Tourism Resources Company (Independent report undertaken at Galloway Forest Park, 2008)

Office for National Statistics

Visitor Experience Plan, 2011

Community Involvement – Scotland, 2002

Investigating Environmental Justice in Scotland; Links between measures of environmental quality and social deprivation

FC Scotland All Forest Visitor Monitoring (AFS1); Survey of visitors to FCS Forests, 2004 – 2007

It should be noted that All Forest Survey 2 has just been completed in 2013 and the results of this will be used once the information is released in 2014.

Numbers: Estimated 800,000 visits to GFD forests per year.

Ethnicity:

White 100%

Gender:

63% male

37% female

Age:

0-15 yrs 19%

16-24 yrs 6%

25-34 yrs 9%

35-44 yrs 19%

45-59 yrs 31%

60+ yrs 16%

At a Scotland level visitors to FCS forest

- 3% of visitors stated they or a party member had a disability or special need.

47% were on a local day trip of less than 6 miles from home, and 10% were on an overnight visit to the area
84% travelled to the forest by car; 13% walked and 0% arrived by public transport

Census 2011

| | | Population (Scotland) % | Population (GFD) % | GFD Workforce % |
|------------|--------------|-------------------------------|--------------------------|-----------------------|
| Race | White | 96 | 98.8 | 99.1 |
| | Mixed | 0.4 | 0.2 | 0 |
| | Asian | 2.7 | 0.7 | 0.9 |
| | Black | 0.7 | 0.1 | 0 |
| | Other | 0.3 | 0.1 | 0 |
| | Unknown | | | |
| Gender | Male | 48.5 | 47.6 | 86.3 |
| | Female | 51.5 | 52.3 | 13.7 |
| Disability | Disabled | 19.6 | 22.1 | 0.9 |
| | Not disabled | 80.4 | 77.9 | 91.9 |
| Age | Under 15 | 17 | 17 | 0 |
| | 16 to 24 | 12 | 11 | 4 |
| | 25 to 34 | 13 | 10 | 9 |
| | 35 to 44 | 14 | 13 | 13 |
| | 45 to 54 | 15 | 15 | 43 |
| | 55 to 64 | 13 | 14 | 28 |
| | 65 and over | 17 | 20 | 3 |
| Religion | C of Scot | 42 | 41.9 | No data available |
| | No religion | 27.5 | 34.8 | |
| | R. Catholic | 16 | 10.2 | |
| | Oth Christ | 7 | 4.9 | |
| | Not stated | 5.5 | 7.3 | |
| | Muslim | 1.4 | 0.2 | |
| | Other | 0.6 | 0.3 | |
| | Buddhist | 0.1 | 0.2 | |
| | Sikh | 0.1 | 0.1 | |
| | Judaism | 0.1 | 0 | |
| | Hindu | 0.1 | 0.1 | |

GFD Profile

GFD comprises of 4 Local Authority areas (Dumfries & Galloway, East Ayrshire, North Ayrshire and South Ayrshire) and equates to 10% of the overall Scottish population.

Age:

General Area Population

There is a higher percentage of over 45's living within GFD. All Counties within GFD have a higher percentage than the overall Scottish population, which currently stands at 44%. In Dumfries and Galloway and South Ayrshire over half the residents are aged 45 and over (53% and 51% respectively). In the future the number of children in the age group 0-15 years is expected to decline by **8.1%** between 2010 and 2033 (due to predictions of a drop in birth rate); the number of working age adults is expected to decline by **10.8%** between 2010 and 2033; and this will be counteracted with a huge increase of **56%** in the percentage of people aged over-65 (source NHS Population report 2010)

GFD Workforce

The workforce in GFD is predominantly older workers, with the largest proportion being aged 45 and over. The FC offers a number of programmes to encourage younger people to consider a career in the land-based sector, including Apprenticeships, Graduate Scheme, Student Placements and Employment Skills opportunities, all of which will take place during the lifetime of this plan. Population data highlights that there are more people in the GFD area who are aged 55 and over, in comparison to the wider Scottish population and this is reflected in the age of the visitors to our woodlands.

The age demographic of the GFD workforce is comparable to the local population in that the highest proportion of our staff is aged 45 and over.

Gender:

General area population

The number of males and females within GFD are representative of the overall population of Scotland. There is a slight increase in the average number of females in North and South Ayrshire. Our visitor survey in 2005 highlighted that more than two thirds (67%) of our visitors are male, predominantly participating in mountain biking/cycling which is a main feature in the area due to terrain. However, more recent surveys highlight that the gender of people using the visitor centres at Kirroughtree, Glentroll, and Clatteringshaws was almost equal highlighting the preference for family friendly facilities.

GFD Workforce

The workforce in GFD, as with the wider FC, is predominately male, although we have noticed an increase in female operational staff in recent years. There is no definitive data or official estimates of the number of people with gender reassignment or the number of transgender people in Scotland. The equality and human rights commission quotes a home office funded study which suggests that between 300,000 and 500,000 adults in the UK are experiencing some degree of gender variance. This equates to approximated 0.6 – 1.0% of the total population. Applying the same proportions to Scotland some 31,882 – 53,136 people living in Scotland experience some degree of gender variance. Across the whole of FCS workforce, the 2011 staff survey showed around 0.5% of FC staff identified themselves as transgender. There were no particular issues highlighted and those who identified themselves as transgender were content with the FC.

Disability:

The Census data highlights the GFD population has a higher than average percentage of people with disabilities, which is to be expected as there is a higher number of older people in the area. However, survey data shows that there is a low number of disabled people visiting our woodlands.

Source: D&G Community Survey Analysis by the department of public health, 2011

60-62% of the D&G population consider themselves as having some sort of mobility issue

36-38% of the D&G population consider themselves as having some sort of physical capability issue

18-25% of the D&G population consider themselves as having some sort of mental health issue.

There are currently only a small number of people within the GFD workforce that consider themselves disabled.

9. What gaps are there in the available evidence?

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| | <p>Describe the gaps and what you have done to fill them, or why you cannot fill them.</p> |
| | <p>The All Forest Data used amongst the above statistics is now well out of date. A new survey has been carried out over 2013 and this updated information will be added to this assessment when it becomes available.</p> <p>Data regarding visits to FCS forests has been extracted from 3 key sources: All Forest Surveys (AFS) 1; sampling covered the period 2004-2007; Forest Visitor Surveys 2009 and FCS Annual Mystery Shopping Report 2011/12.</p> <p><i>The most regular set consultation processes are those of the forest design plans. These are carried out through a combination of community drop-in meetings, community council meetings and via the Galloway Forest Forum and Arran Panel. The drop-ins are publicised events geared towards gaining as wide a representation as possible. In addition to this, all forest design plans are placed on the internet via the “Public Register” by FCS for further full public and stakeholder consultation. FCS is currently developing an approach whereby earlier consultation will be possible via the internet in addition to the above methods</i></p> |
| Age | <p>Evidence relating to age of our Visitors, Workforce and Regional population captured above</p> <p><i>See table above</i></p> |
| Disability | <p>Evidence relating to overall numbers of our Visitors, Workforce and Regional Population who consider they have a disability captured above. Data relating to specific impairment groups within Regional population captured above. See table below</p> |
| Gender | <p>Evidence relating to gender of our Visitors, Workforce and Regional population captured above.</p> |
| Gender Reassignment | <p>No definitive Scottish or GFD population data publicly available.</p> <p>No data available for visitors</p> <p>No data available for GFD workforce.</p> |
| Marriage and Civil Partnership | <p>Dumfries and Galloway has a disproportionate amount of weddings and civil partnerships which comes down to the fact that Gretna Green is within its boundary. As a result these figures have not been used as it is a disproportionate representation. No workforce data is available.</p> |
| Pregnancy and Maternity | <p>No visitor data; no population data; Workforce: using data going back to 2005, for FC as a whole we have analysed our return to work after maternity leave. We are encouraged that, on average 84% of women return to work following their pregnancy and that this figure will increase if those who remain absent return to work in due course. Many women have more than one period of maternity leave and we offer unpaid leave and Career Break options to extend periods of absence and offer flexibility.</p> |
| Race | <p>Evidence relating to ethnic origin of our Visitors, Workforce and Regional population captured above.</p> <p><i>See below</i></p> |
| Religion and | <p>Evidence captured relating to religion or belief of regional population; No visitor data;</p> |

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| Belief | Workforce: the Staff Surveys of 2009 and 2011 indicate that around 46% of FC employees are Christian and 27% have no belief. However, Buddhism, Judaism, Hindu and Islam are also represented, though in low numbers. No data available for GFD workforce. |
| Sexual Orientation | No visitor data; limited data for regional populations grouped with other data; Workforce: the Staff Survey 2011 showed that between 1 and 3 % of FC staff identify themselves as gay, lesbian or bisexual. No data available for GFD workforce. |

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 | x | medium | <p><u>Leisure users:</u> From our survey we know that a wide range of people of all ages visit our forests and woodlands, and in particular have a high proportion of people aged 45 and over. We recognise that older people benefit from provision of access designed with accessibility in mind, and for provision of information that makes level of difficulty clear.</p> <p>Where age is concerned there needs to be a balance between higher specifications on facilities and retention of the wild and natural places that people recognise as a forest. This can present some challenges for management in planning and implementation placing strains on resources. GFD will continue to work with the Fieldfare Trust to assist in the external facilities specifications. As specialists who deal with disabled access users their specifications will be more than adequate for our elderly visitors</p> <p><u>Neighbours and stakeholders:</u> A flexible approach to conducting consultation meetings such as offering opportunities outwith standard working times will continue to be taken to ensure as many stakeholders are able to attend. GFD will consider looking at establishing an equalities panel/board that can help advise on how well we are considering our users and staff in what we do.</p> <p><u>GFD Workforce:</u> As a district we have a relatively high level of turnover of staff while at the same time having an aging workforce who have been with FCS for many years. However to offset that GFD has and will continue to offer opportunities for graduate, apprentices, student placements and skills</p> |

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| | | | | <p>experience through a range of networks. This not only assists in building the skills of the forest sector but keeps young enthusiastic and motivated staff in amongst our older workers.</p> |
| Disability | x | | high | <p><u>GFD Workforce</u>: Whilst we currently have a small number of staff who consider themselves disabled, we recognise that manual work and the terrain could provide a barrier to future employees who do have a physical disability or to current members of staff who develop one. However as an equal opportunity employer we are committed to making reasonable adjustments to minimise or overcome barriers.</p> <p><u>Leisure users</u>: those with disabilities benefit from provision of access designed with all abilities in mind, and for provision of information that makes level of difficulty clear. We have and will continue to engage with Field Fare Trust to evaluate the facilities including trails to ensure these reach as diverse an audience as possible. GFD has already invested considerable resource in improving facilities and services for people with disabilities at our 3 new/refurbished visitor centres, and improving trails. GFD will also be the first customer facility across the NFE to have Changing Places toilet facility.</p> <p><u>Neighbours & stakeholders</u>: GFD will continue to use feedback forms at all our centres which picks up comments on all aspects of our offering. Where and when possible engagement with neighbours and stakeholders will take place such as with schools, visit Scotland and the Council checking to see if we are fully taking account of the full range of disability and equalities in the area. The equalities pane/board may be able to offer guidance if it is decided to be established.</p> |
| Gender | x | | high | <p><u>FCS Workforce</u>: Traditionally, employment in the forestry profession has been male dominated and perceived as a practical, outdoors, and physical role. In order to attract a wider range of applicants to our advertised vacancies we have been proactive in trying to dispel some of the myths surrounding forestry. We have seen an increase in the district in female operational staff over the past few years which has</p> |

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| | | | | <p>helped to diversify the workforce. In April 2010 our recruitment decreased significantly due to the requirement to downsize the wider Civil Service. Improving the diversity of our staff is difficult under these continuing restrictions, but it remains an aim.</p> <p><u>Leisure users:</u> Analysis of our visitors to the FCS forests has indicated that the number of male visitors is significantly higher than females. We recognise that the facilities and services required are different for each gender and have already put actions in place to balance the gender of visitors, including increasing natural play opportunities for families, offering female only cycle awareness sessions, etc. (source 7stanes surveys, All forest survey)</p> <p><u>Neighbours & stakeholders:</u> By better assessing who we consult with could assist GFD in establishing a better balance of gender by ensuring a broader gender based consultation process.</p> |
| Gender reassignment | x | | low | <p><u>GFD Workforce:</u> we are not aware of any staff in the district who identify as being transgender.</p> <p><u>Leisure users:</u> There is limited knowledge of this user group locally, and there has been no registered complaints received.</p> <p><u>Neighbours & stakeholders:</u> Little data exist for gender reassignment on a national or local level. We will continue to monitor and ensure that where identified gender reassignment persons are included in the consultation processes to ensure that stakeholders reflect the community.</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 | x | | low | <p><u>Leisure users:</u> Not tested to date; no sites in GFD are licensed to provide civil weddings/partnerships. A number of locations are being looked at as possible wedding/civil partnership locations but as yet have not been designated.</p> <p><u>GFD Workforce:</u> All staff policies that</p> |

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| | | | | <p>could be impacted by marriage and civil partnerships are dealt with centrally, at a national level.</p> <p><u>Neighbours & stakeholders:</u> A range of people participate in our consultations and engagement, however we do not currently record their marital status.</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> |
| Pregnancy and Maternity | x | | low | <p><u>Leisure users:</u> those with young children and pushchairs benefit from provision of access designed with all abilities in mind, and for provision of information that makes level of difficulty clear.</p> <p><u>FCS Workforce</u> The FC offers a number of flexible working policies, and the district will try and accommodate any requests where possible, to meet the needs of individual staff.</p> <p><u>Neighbours & stakeholders:</u> At this time GFD has not targeted this group for consultation other than through the specific visitor centre development project. Over the course of the next few years we will take steps to ensure that this user group are fully captured and considered as part of our consultation process.</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> |
| Race | x | | low | <p><u>GFD Workforce:</u> In Scotland the largest percentage of ethnic groups are concentrated in the central belt urban areas. In April 2010 our recruitment decreased significantly due to the requirement to downsize the wider Civil Service. Improving the diversity of our staff is difficult under these continuing restrictions, and within an area that has low ethnic populations..</p> <p><u>Leisure users:</u> Census figures showing the percentage of minority ethnic populations in each local authority confirms that minority ethnic populations tend to be concentrated in large urban areas within Scotland. Glasgow has the highest percentage with 31% of the total minority ethnic population living in the city. Edinburgh follows this with 18%.</p> |

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| | | | | <p>The lowest concentrations are found in rural areas such as Orkney with 0.08% and Highland with only 1.3%.</p> <p>We will continue to monitor visitor numbers but with such a low percentage of the local population and visitors made up of Black, Asian and minority ethnic (BAME) groups our response will be proportionate. Where opportunities arise we will work with local groups to encourage BAME communities to visit the national forest estate.</p> <p><u>Neighbours and stakeholders:</u> More urban focused ethnic groups may not have had ready opportunity to engage on forestry issues.</p> <p>Due to GFD being a very rural setting ethnicity is less diverse, however this will be monitored through the consultation processes to ensure that stakeholders reflect the changing ethnicity of the region.</p> |
| Religion and Belief | x | | low | <p><u>Leisure users:</u> We have had no approaches from faith groups to run special services or activities within our forests but would consider any requests in the future.</p> <p><u>GFD Workforce:</u> We do not currently hold data on the religion or belief of our staff at a local level; it is only collated at a national level via the staff survey.</p> <p><u>Neighbours and stakeholders:</u> We will continue to ensure all sectors of society have an opportunity to comment on the work we do, be it through surveys, compliments and complaints register, drop-in sessions or by direct contact with known and recognised groups.</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 | | x | low | <p><u>Leisure users:</u> We have received no complaints with regards to sexual orientation in terms of access to our forests. As with all of the other protected characteristic groups we are open to any approaches by this group to organise specific events.</p> |

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| | | | | <p><u>GFD Workforce:</u> We do not currently hold data on the sexual orientation of our staff at a local level, it is only collated at a national level via the staff survey.</p> <p><u>Neighbours and stakeholders:</u> We will continue to ensure all sectors of society have an opportunity to comment on the work we do, be it through surveys, compliments and complaints register, drop-in sessions or by direct contact with known and recognised groups.</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> |
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11. What have you changed in the initiative to reduce or eliminate any negative impact?

Workers: Our People Strategy 2011-16 Fit for the Future lays out how we will take positive action for equality in the workplace

(<http://alpacorn.forestry.gov.uk:7777/pls/portal/docs/PAGE/ECONNECT/PERSONNEL%20DEVELOPMENT/FIT%20FOR%20OUR%20FUTURE%20-%20PEOPLE%20STRATEGY%202011-2016.PDF>)

A key theme of our People Strategy is to recruit and employ more people with protected characteristics in order to make the Forestry Commission as representative of the population as possible. Spending restrictions meant that active advertising in media outlets specifically aimed at various protected characteristic groups ceased in April 2010. Our recruitment also decreased significantly from that date, due to the requirement to downsize the wider Civil Service. Improving the diversity of our staff is difficult under these continuing restrictions, but it remains an aim. Meantime, we shall do all that we can to understand and eliminate any issues of inequality towards our staff and to ensure our interviewing processes are not discriminatory.

Leisure users: Our community and recreation work is directed by four existing policy documents for each of which equality and diversity are a core focus:

- Working with communities: our commitment (<http://www.forestry.gov.uk/forestry/INFD-7Q4J6R>)
- Forests for People Recreation Framework ([http://www.forestry.gov.uk/pdf/fcfc114.pdf/\\$FILE/fcfc114.pdf](http://www.forestry.gov.uk/pdf/fcfc114.pdf/$FILE/fcfc114.pdf))
- Woods In and Around Towns ([http://www.forestry.gov.uk/pdf/fcfc120.pdf/\\$FILE/fcfc120.pdf](http://www.forestry.gov.uk/pdf/fcfc120.pdf/$FILE/fcfc120.pdf))
- Woods for Health Strategy ([http://www.forestry.gov.uk/pdf/fcfc011.pdf/\\$FILE/fcfc011.pdf](http://www.forestry.gov.uk/pdf/fcfc011.pdf/$FILE/fcfc011.pdf))

Neighbours and stakeholders: Our approach to consultation and engagement is laid out in Working with communities: our commitment (<http://www.forestry.gov.uk/forestry/INFD-7Q4J6R>) and OGB 44 Equality and Diversity

(http://alpacorn.forestry.gov.uk:7777/portal/page?_pageid=33,1404557&_dad=portal&_schema=PORTAL)

Equality messages and commitments are embedded through the Strategic Directions document.

During 2013 the FC conducted Public Opinion Surveys in UK, Scotland and Wales. The Surveys indicated that people have a great interest in visiting forests and woodlands. 76% of all respondents said they had visited forests or woodlands in the last few years.

Disabled respondents were least likely to have visited forests or woodlands and personal mobility reasons (difficulty in walking etc) was one of the most commonly reported reasons for not visiting 23% of responders quoted mobility as their reason for not visiting forests or woodlands, this figure remains as per the 2011 survey results. The number of BAME respondents in Scotland was also very low at 2.7%, reflecting national demographics.

The Public Opinion Survey records positive responses from respondents in different categories. In response to the question 'In the last few years, have you visited forests or woodlands for walks, picnics or

other recreation?' Figures taken from Public Opinion Survey – Scotland show that:

81% of not disabled and 57% of disabled respondents said Yes

76% of male and 76% of female respondents in Scotland said Yes

49% of BAME respondents in Scotland said Yes

54% of respondents age 44 or under and 86% of respondents aged 45 or over said Yes.

From this we can determine that there is little statistical difference in the gender and age demographics of our customers. However, there are clear differences in the level of participation in our services of disabled people and BAME communities. Therefore, we will focus our attention on engaging other communities to improve their use and enjoyment of the public forest estate e.g. people with disabilities and BAME communities. Actions to take forward this commitment are captured in the 4 existing policy documents above and actions being taken forward at a local level are contained in regional and local plans.

12. Where negative impact can not be reduced, give the reasons why.

The whole NFE is open for responsible access but may not be suitable for less able user groups or those unfamiliar with using remote countryside. We work to achieve the right balance between facilities that facilitate access for all, and wider countryside where no specific facilities are provided but which is open for informal access.

We work with the funding made available to the district for Communities, Recreation and Tourism delivery – our current allocation is net £0.95m We seek to supplement this by revenue generation, for example by car-park charges at our major visitor facilities. Nonetheless, we use the business plan process to focus resources where they will have the greatest positive impact on accessibility and local economic impact.

We have made major investments in the accessibility of our buildings upgrades to existing visitor centres at Glentool and Clatteringshaws and a new purpose built visitor centre at Kirroughtree has improved accessibility and disabled toilet provisions within GFD. The new build visitor centre at Kirroughtree has incorporated into the design a purpose built changing places facility for those visitors with severe disabilities and their carers, this is the first facility of it's kind to be provided by a FCS visitor centre. There remains a small number of locations where practical barriers to access cannot be reasonably overcome due to access and topography restrictions. These are not sites used by the public, and are generally workshop type facilities that have a very limited number of users.

13. Does this initiative fulfil the General Equality Duty?

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| Eliminate unlawful discrimination, harassment and victimisation. | <p>Yes - In our efforts to make our existing forests more accessible to a wider range of people we recognise that there are both physical and psychological barriers to access. Physical barriers in relation to terrain and facility design can have a negative impact on those with disabilities, and on the elderly or those with young children. There may be psychological barriers to accessing forests for those more familiar with the urban environment, for some ethnic groups with negative cultural associations with the countryside, and for those groups that might have a fear of crime in the secluded forest environment.</p> <p>Our estate repositioning programme also recognises the locational barriers to access, particularly for those without cars. Many people in Scotland are unable or unwilling to take part in enjoyable woodland activity due to factors such as disability, distance, low income, or fear of crime. Using or creating woodland nearer to people, and creating opportunities for group activity can overcome these forms of social exclusion.</p> |

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| <p>Advance equality of opportunity.</p> | <p>Yes - FES is an equal opportunity employer and has a full suite of processes and guidance in place to encourage and ensure equality in the workplace for both direct employees and contractors. Our People Strategy 2011-16 Fit for the Future lays out how we will take positive action for equality in the workplace</p> |
| <p>Foster good relations.</p> | <p>Yes - We take stakeholder and neighbour consultation seriously in managing the NFE. This is evidenced through our FSC sustainable forestry certification which requires an appropriate level of ongoing stakeholder engagement (see http://ukwas.org.uk/). We recognise the ongoing challenge of engaging with as yet uninvolved people and groups, and how we need to target limited engagement resources to best effect. A particular challenge is to engage with those in urban communities who may have less initial knowledge of the natural environment, including those cultural groups focused in the urban environment. In all areas we are increasingly recognising the need to arrange community consultation in places and at times most likely to be convenient to as wide a cross-section of the community as possible.</p> |
| <p>14. Describe the arrangements to measure and monitor the actual impact of this initiative on people from the protected characteristic groups.</p> | |
| <p>How will you measure the effects of the initiative?</p> | <p>Equality monitoring commitments are embedded in the sectoral policy documents listed in section 11. These, in turn are linked to monitoring of a national set of indicators for forestry, including for Community development, and Access and Health at http://www.forestry.gov.uk/pdf/SFSprogressindicators2011.pdf/\$FILE/SFSprogressindicators2011.pdf</p> <p>The diversity characteristics of forest visitors will be monitored through All Forest Surveys.</p> <p>We will include a consultation framework in our regional plans, which will be subject to public consultation. This will provide a locally agreed framework for local consultation on our land management plans and local activities. The consultation plans will include commitments to monitoring the effectiveness of our consultation, and this evidence will be collated at national level to inform national policy.</p> |
| <p>What type of information is needed for monitoring and how often will it be analysed?</p> | <p>FC Scotland conducts a variety of surveys to obtain feedback from our “customers” including the FCS Annual Mystery Shopping Report. A 2nd All Forest Survey (AFS2) is currently in the process of being put out to tender and this will provide up to date and more robust data regarding our visitor demographics.</p> <p>The results from the 2010 and 2011 FC Forest Visitor Surveys are with FC Economics & Statistics being collated and analysed.</p> <p>We will also use any data generated from our compliments and complaints process as well as the surveys we conduct at our visitor centre and during Christmas tree sales.</p> |
| <p>How will you engage stakeholders* in implementation, monitoring and</p> | <p>Our approach to consultation and engagement is laid out in Working with communities: our commitment</p> |

Galloway Forest District

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| <p>review?</p> | <p>(http://www.forestry.gov.uk/forestry/INFD-7Q4J6R) and OGB 44 Equality and Diversity (http://alpacorn.forestry.gov.uk:7777/portal/page?_pageid=33,1404557&_dad=portal&_schema=PORTAL)</p> <p>Equality messages and commitments are embedded through the Strategic Directions document.</p> |
| <p>Who will be responsible for the monitoring and review?</p> | <p>Ultimately responsibility sits with the FDM but the CRT and Planning Managers will have a key role to play in monitoring and reviewing progress on local initiatives.</p> |
| <p>15. What is the review date for this Equality Analysis?</p> | |
| <p>Date of next review(s)</p> | <p>2016</p> |
| <p>What could trigger an early revision?</p> | <p>Change of strategic direction/policy or a dramatic change in a demographic.</p> |
| <p>16. Senior manager sign off</p> | |
| <p>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.</p> | |
| <p>Name</p> | <p>Rob Soutar</p> |
| <p>Signature</p> | |
| <p>Job Title</p> | <p>Forest District Manager</p> |
| <p>Date</p> | |