

Forestry Commission Objectives – When is Equality Analysis Required?

The following tables examine the main work programmes and key objectives of each part of the Forestry Commission as outlined in the Corporate Plans, and identifies those which can contribute to the Forestry Commission achieving its legally required General Duty as set out in the Equality Act 2010.

Our General Duty, which applies to staff and customers, is to:

- Eliminate discriminations, harassment and victimisation;
- Advance equality of opportunity between people from different groups;
- Foster good relations between people from different groups.

Each of the work programmes or objectives has been classified in one of four ways as follows:

- None – will not contribute to the FC achieving the General Duty. Therefore, no equality considerations or formal equality analysis required.
- Low – unlikely to contribute to the FC achieving the General Duty except in exceptional circumstances or with regard to a minor aspect. Therefore, equality consideration necessary but unlikely to require in depth equality analysis.
- Medium – likely to contribute to the FC achieving the General Duty. Equality consideration and equality analysis likely to be required.
- High – will definitely contribute to the FC achieving the General Duty. Equality analysis definitely required.

However, regardless of the indications of likely relevance outlined below, equality considerations and analysis must always be carried out if a policy, project, service or function has a significant impact on Forestry Commission staff or customers.

In addition, all communications including reports, software, databases, etc must be accessible for those people with disabilities.

FC Equality Objectives – Assessment of Relevance to Equality

Forestry Commission Great Britain Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Points to consider
Forest Biosecurity	Improve horizon scanning to identify new threats and introduce controls to prevent accidental introduction	None	
	Work with partners to deliver a cross-border tree health strategy and forest biosecurity action plan	Low	Depends on the potential impact on people and communities
Climate Change	Launch the Woodland Carbon Code	None	
	Continue research and analysis of forestry's role in helping to tackle climate change	None	
	Examine new funding mechanisms for woodland creation	Low	Depends on the potential impact on people and communities
Forestry Standards	Launch a revised and updated version of the UK Forestry Standard (UKFS) and Guidelines	High	Forests and People Guidelines will have a high relevance to the Diversity Agenda and will require Equality Analysis
	Review country-level	High	Implementation of the Forests

FC Equality Objectives – Assessment of Relevance to Equality

Forestry Commission Great Britain Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Points to consider
	approaches to the implementation of the UK Forestry Standard in the light of the revision		and People Guidelines will have a high relevance to the Diversity Agenda and will require Equality Analysis
	Ensure that the implementation of the proposed EU Due Diligence regulation is aligned with the UK Forestry Standard	None	
	Ensure criteria for sustainable biomass are aligned with the UK Forestry Standard	None	
	By the end of 2013, develop an independent measure of the implementation of the UK Forestry Standard and Guidelines	Low	Implementation of the Forests and People Guidelines will have a high relevance to the Diversity Agenda and will require Equality Analysis
Evidence	Direct and manage research programmes relevant to the forestry sector, and disseminate results	Medium	The social research programme is directly relevant and will require Equality Analysis. Dissemination of results must be accessible, as appropriate

FC Equality Objectives – Assessment of Relevance to Equality

Forestry Commission Great Britain Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Points to consider
	Develop close partnership working with other Government Departments and external organisations to leverage our research spend	None	
	Provide timely and accurate official statistics (including National Statistics) on the forestry sector, such as forest area, timber volume, biomass and carbon stored, to inform trade and industry, Government and general public	None	Statistical information must be accessible
	Publish maps and analysis from the National Forest inventory	None	Information must be accessible
Restructuring Our Business	Work with Forestry Commission England and Defra to provide a more integrated and streamlined approach to our GB and England functions	High	Impact on staff, including reductions, must be considered, including the subsequent effects on services directly to the public. Equality Analysis will be required.

FC Equality Objectives – Assessment of Relevance to Equality

Forestry Commission Great Britain Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Points to consider
	Develop proposals to re-structure our evidence function, securing the best science from a range of providers and maintaining a core in-house analytical resource	Medium	Impact on staff, including reductions, must be considered, including the subsequent effects on social research. Equality Analysis will be required.
	Reduce staff numbers and examine and implement other cost-saving measures	High	Impact on staff, including reductions, must be considered, including the subsequent effects on services directly to the public. Equality Analysis will be required.
	Continue to roll out our Environmental Management System to ensure that we maintain accreditation to ISO 14001:2004	None	

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Forestry Commission England Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
Protection	Support and promote the UK Woodland Assurance Scheme and retain certification of the public forest estate	Medium	Make sure consultation and engagement with the public is carried out depending on the potential impact on people and communities
	Implement the Forestry Commission Biosecurity Strategy	Low	Depends on the potential impact on people and communities
	Begin to implement the Public Forest Estate Climate Change Action Plan	Low	Depends on the potential impact on people and communities
	Continue to work with Forest Research, Fera and other partners to ensure the early surveillance and effective control of the impact of P.ramorum	Low	Depends on the potential impact on people and communities
Improvement	Continue the restoration of planted ancient woodland sites	Low	Depends on the potential impact on people and communities
	Work with a range of partners	Low	Depends on the potential

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Forestry Commission England Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	to highlight the role of trees and woodlands in providing a variety of ecosystem services		impact on people and communities
	Launch a new Woodfuel Woodland Improvement Grant aimed at bringing undermanaged woodland back into management by supporting access infrastructure and other work necessary for the harvesting and sale of timber	Low	Depends on the potential impact on people and communities
Expansion	Support woodland creation by providing grants and advice to woodland owners	Medium	Depends on the potential impact on people and communities
	Woodland Carbon Task Force: putting in place the conditions for a step change in woodland creation and management using private finance	Low	Depends on the potential impact on people and communities
	Work with the Environment	Medium	Depends on the potential

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Forestry Commission England Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	Agency to provide local decision makers with information on where woodland can help manage flood risk and improve water quality		impact on people and communities
Empowerment and Engagement	Implement an action plan arising from a positive National Audit Office report of Forestry Commission interaction with Civil Society	High	
	Support the delivery of The Big Tree Plant as part of the Defra led partnership, including giving first grants to community groups as part of a £4.2m, four-year Big Tree Plant funding scheme	Low	This is low as Defra own this and are responsible for the Equality Analysis
Economic Activity	Support the industry-led Forestry Regulation Task Force	Low	Unlikely to impact services to the public
	Skills Action Plan – working with key partners from across	High	

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Forestry Commission England Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	the sector to increase skill levels in and numbers of new entrants to forestry		
	Publish the Woodfuel Implementation Plan	None	
	Develop new models for involving businesses in the public forest estate	High	High impact if delivering services to customers. Also staffing considerations
The Public Forest Estate	Explore opportunities for further engagement of communities in the management of woodlands	High	
	Maintain and improve the conditions of Sites of Special Scientific Interest	Low	
Restructuring Our Business	Support the Independent Panel looking at forest policy, the future roles of the Forestry Commission and the Public Forest Estate	Low/High	Supporting the Panel will have low impact on equality and diversity. However, implementing the recommendations will have a high impact

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Forestry Commission England Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	Plan the reduction in the number of operational units to focus resources on frontline delivery	High	Impact on staff, including reductions, must be considered, including the subsequent effects on services directly to the public. Equality Analysis will be required.
	Restructure our current Policy & Programmes, Grant & Regulations and Regions teams to form a national Forest Services team	High	Impact on staff, including reductions, must be considered, including the subsequent effects on services directly to the public. Equality Analysis will be required.
	Reduce staff numbers	High	Impact on staff, including reductions, must be considered, including the subsequent effects on services directly to the public. Equality Analysis will be required.
	Promote closer working with the Environment Agency, Natural England and other	None	

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Forestry Commission England Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	Defra partners		
	Continue to build new relationships with partners to support delivery and to encourage voluntary groups and individuals to take responsibility for delivery of public benefits	High	
	Continue to improve public benefits and focus on those woodlands which have most public use	High	
	Examine other cost saving measures, including targeting of wildlife and habitat management to areas of highest priority and further commercialisation of tourism and leisure	High	

FC Equality Objectives – Assessment of Relevance to Equality

Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
Efficiency and Effectiveness	Demonstrate business sustainability by reducing carbon emissions by 3%	Low	Consider the impact of travel restrictions on staff with disabilities
	Achieve certification under ISO14001 for environmental management activities	None	
	Publish annual report and accounts within 4 months of the year end	None	Make sure the document is accessible
	Carry out actions agreed with staff following the staff survey	High	
	Maintain Investors in People status	High	IIP should Equality Analyse the standard itself but implementation and accreditation is FC Scotland responsibility
	Extend the Management Development Programme to all staff	Medium	
	Further embed diversity and equality principles in all	High	

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Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	activities		
	Meet citizens charter timescales for all grant scheme applications	Medium	Make sure communications are accessible
	Implement an approved Gaelic Language Plan	Medium	This action supports the diversity agenda in and of itself
Industry Development	Deliver a Softwood Production Forecast	None	
	Publish interim guidance on 'Future Forests in a changing climate'	Low	This is not about people specifically or directly but how forests can alleviate the impact of climate change. However, it depends on the potential impact on people and communities
	Raise awareness of tree health issues within the forestry sector and embed appropriate biosecurity measures	Low	Depends on the potential impact on people and communities
	Provide new timber resources through a Timber Development	None	

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Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	Programme		
	Manage and deliver the Strategic Timber Transport Fund	Low	Depends on how local communities are impacted and the methods used to reduce this impact
	Promote the marketing of premium softwood and hardwood from Forestry Commission Scotland's forests	None	Make sure marketing materials are accessible (follow Forestry Commission GB guidelines on this)
	Offer 3.2 million m3 of timber for sale	None	
	Publish a new production forecast for FC Scotland land and forests	None	
	Build/upgrade 120km of in forest timber haulage routes	None	
	Restock over 3800 ha of productive woodland	None	
	Work on collaborative deer management	None	
Renewable energy – wind,	Support the Scottish	None	

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Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
hydro and biomass	Government's review of incentives for biomass		
	Ensure awareness of opportunities for woodfuel through Renewable Heat Initiative	None	Provided marketing materials are accessible
	Publish Wood Fuel Demand and Usage Report	None	Ensure report is accessible
	Develop Scotland's Energy Forestry Trials	None	
	Market new opportunities for woodfuel recovery from harvesting sites	None	Provided marketing materials are accessible
	Identify further sites for the installation of wind and hydro schemes	Medium	Depends on sites and their potential impact on people and communities
	Reduce Carbon Dioxide emissions and install woodfuel boilers in Forest Enterprise Scotland buildings	None	
Woodland Expansion	Provide grant aid for	High	Affects people and

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Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	landowners to create new woodlands to meet UK Forestry Standard		communities, involves public consultation
	Minimise woodland removal	Medium	Woodland removal affects people and communities
	Support local authorities in preparing new woodland strategies	High	Woodland creation to benefit communities
	Promote forestry to farmers and landowners to utilise under-managed land to create productive woodlands	Medium	Depends on potential woodland purpose (i.e. if solely for timber production, then unlikely to have a diversity impact) and location
	Implement a re-positioning programme to acquire and plant new woodlands delivering greater public benefits	High	Woodland creation for public benefit
	Develop short-term leasing scheme for woodland creation	High	Woodland creation for public benefit
	Create at least 1000ha of new woodland	High	Woodland creation for public benefit

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Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	Use cattle to encourage native woodland expansion	None	
Natural and Cultural Heritage	Embed understanding of UK Forestry Standard guidelines on water and soils	None	
	Become a Responsible Authority under the Flood Risk Management Act	None	
	Complete survey of Native Woodland in Scotland and publish reports	None	Make sure reports are accessible
	Refresh programmes and provide advice for key priority species	None	
	Publish guidance on control of invasive non-native species	None	Make sure guidance is accessible
	Publish and promote guidance on achieving biodiversity in plantation forests	None	Make sure guidance is accessible
	Develop grant-aid to woodland owners to enhance natural and	Low	Depends on the potential impact on people and

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Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	cultural heritage		communities
	Develop Forest District Historic Environment Plans	Low	Depends on the potential impact on people and communities
	Prepare and implement a rhododendron eradication plan	None	
	Use a new GIS tool to plan changes to woodland types	None	As long as tool is accessible
	Prioritise restoration work on plantations on ancient woodland sites	None	
	Maintain over 95% of designated sites in favourable or recovering condition	None	
Education and Skills	Increase partnership working between the environmental and education sectors	Medium	Depends on the aims of the partnerships created. Also depends on who is the lead partner – if another public sector org then they are responsible for Equality Analysis

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Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	Work with partners to mainstream the use of woodlands by schools	High	Must consider the diversity aspects of this agenda to provide education to diverse communities and children with protected characteristics e.g. disabilities or religious groups Depends on who is the lead partner – if another public sector org then they are responsible for Equality Analysis
	Work with partners to develop Outdoor Learning for adults	High	Must consider the diversity aspects of this agenda. Depends on who is the lead partner – if another public sector org then they are responsible for Equality Analysis
	Produce resources for use by forestry industry at career events	High	Must consider accessibility and potential to attract applicants from diverse communities

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Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	Promote volunteering opportunities	High	Must be promoted to diverse communities
	Provide places for 30 Modern Apprenticeships	High	Places must be promoted to encourage diverse applicants
Urban Forestry	Launch the third phase of the Woodlands In and Around Towns programme	High	There is potential to reach diverse communities and provide benefits to them
	Host European Forum on Urban Forestry	Medium	Promote positive impact for diverse communities. Make sure conference is accessible
	Develop and deliver a network of key Woodlands In and Around Towns sites	High	There is potential to reach diverse communities and provide benefits to them
	Support the Central Scotland Forest Trust and Central Scotland Green Network	High	There is potential to reach diverse communities and provide benefits to them
	Continue to provide advice and support to planning authorities to integrate forestry and woodland issues into development plans	High	There is potential to reach diverse communities and provide benefits to them

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Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	Develop community woodland projects on the Clyde Gateway area	High	There is potential to reach diverse communities and provide benefits to them
	Appoint additional woodland wardens and community rangers for the Central Belt	High	Attract applicants from diverse communities and ensure those appointed understand diversity issues and have appropriate diversity targets
	Open 10km of new trails and paths near urban areas	High	There is potential to reach diverse communities and provide benefits to them. Trails must be accessible.
Community Engagement	Support opportunities for communities to get involved in forestry	High	There is potential to reach diverse communities and provide benefits to them
	Provide grant aid for community participation in woodland	High	There is potential to reach diverse communities and provide benefits to them
	Promote the revised toolbox for public involvement in forest and woodland planning	High	Ensure toolbox covers diversity agenda appropriately

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Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	Commence a programme of actions to meet the commitments of the Gaelic Language Plan	Low	
	Makes sites available for the development of affordable housing	Medium	Potential to provide housing for diverse communities, depending on site locations
	Implement and extend the Central Scotland Engagement Strategy	High	Will improve outreach to diverse communities
Access, Recreation, Tourism and Health	Develop pilot sites to progress the Greening the NHS initiative	High	Improving facilities and health care for a range of disabilities
	Extend the Branching Out service	High	Offers services for those with mental health disabilities
	Publish and launch the NHS green space guidance	High	Potential to improve facilities and health care for people with a range of disabilities
	Develop a database of woodland trails accessible for people with a range of disabilities	High	Improves services and facilities for people with disabilities. Database must be accessible.

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Forestry Commission Scotland Corporate Plan 2011-12			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	Establish new Glentress Peel Visitor Centre	High	Potential to improve services for people with protected characteristics
	Finalise development plans for the David Marshall Lodge Visitor Centre	High	Potential to improve services for people with protected characteristics
	Support establishment of 7stanes Community Interest Company and identify tourism business opportunities	High	Potential to improve services for people with protected characteristics

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Forest Research Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
Ecosystem Resilience and Climate Change	Continue collaborative research into the incidence, biology, epidemiology and management strategies for important forest pests and diseases	None	
	Produce a refreshed Disease Diagnostics Advisory Service and launch a new tree health surveillance system	Low	Ensure system is accessible
	Incorporate the findings of pathology research into other collaborative areas of activity	None	
	Make a significant contribution to an international conference on the importance of trees in the built environment	Low	Ensure communications and conference is accessible
	Produce up to date research and information to underpin the UK Forestry Standard	Low/High	Except research related to social forestry which has a high impact on diversity issues
Sustainable Forest Management and Society	Focus social science and economics research into well-	High	

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Forest Research Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	being, governance behaviour change and valuation of goods and services		
	Develop the science and software to provide the growth and yield models which underpin the National Forest Inventory, Production Forecast, and contribute to Defra's reporting, arising from the Kyoto Protocol, on greenhouse gas emissions as they relate to land use, land use change and forestry	Low	Ensure software is accessible
	Development research in tree breeding, resource quality and disease resistance	None	
	Provide forest management information on tree species selection and silviculture	None	
Knowledge Exchange	Develop an agreed timetable	Low	Ensure accessibility

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Forest Research Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
	and action plan regarding the transformation of the Library to an internet based resource centre that houses Forestry Commission publications, reports and general literature		
	Publish at least three Forest Research Monographs and maintain its publication of peer-review papers in high impact science journals	Low	Ensure accessibility
Restructuring Our Business	Deliver the agreed annual business plan and Spending Review 2010 (SR10) objectives including securing a total of £3.3 million of other external income in 2011/12	Low	
	Reduce staff numbers and implement other cost saving measures	High	Impact on staff, including reductions, must be considered, including the subsequent effects on social

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Forest Research Corporate Plan 2011-15			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
			forestry research
	Host a Visiting Group, comprising scientists of international repute, to independently assess our research programmes, to make recommendations on future research priorities and to improve science quality and knowledge exchange	Low	
	Work with Forestry Commission and Defra to provide a more integrated and streamlined approach to our functions	None	

FC Equality Objectives – Assessment of Relevance to Equality

Forestry Commission Wales 'Our Purpose and Direction' 2011-14			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
Managing more diverse woodlands	Increase tree species diversity; restocking; harvesting; marketing; thinning; soil and water ecology; planting to alleviate impact of floods and climate change	Low	Consider impact on people and communities
	New woodland creation	High	Potential to benefit local diverse communities
Tree protection and health	Protection of trees from biosecurity threats and deer management; tree health research	None	
Renewable Energy	Implement wind, hydro and biofuel initiatives	Medium	Consider impact on communities
Woodlands for people	Forest Design Planning; community woodlands; public access; SMEs providing customer services	High	
Recreation and access	Provision of recreation, access and tourism; health and well-being	High	

FC Equality Objectives – Assessment of Relevance to Equality

Forestry Commission Wales 'Our Purpose and Direction' 2011-14			
Work Programme	Key Actions	Relevance to the Diversity Agenda	Exceptions to consider
Woodland based learning and sector skills	Careers; work experience; volunteers, education; courses; woodland skills	High	
Urban woodlands and trees	Expand Welsh National Forest; urban woodland projects; urban trees; local authority partnerships	High	
A competitive and integrated forest sector	Harvesting and marketing; production forecasting; timber supply; timber quality	None	
Environmental Quality	Ancient woodlands; ecology; biodiversity; native woodland management; habitats; restoration	Low	Potential impact on access
Site based biodiversity, heritage and landscape	Species control; individual tree management	None	