

## Appendix 2

### Summary Table of Objectives

Objective	Responsibility	Deadline	Measure
Develop a new Diversity Communications Strategy	Diversity Team & the Communications Team	December 2012	Diversity Team to check via next staff survey whether staff understand this agenda
Review and re-launch suite of diversity training	Diversity Team	December 2012	Diversity Team to review course feedback from staff
Ensure that staff over 55 have an Individual Learning Plan and are developed appropriately	Diversity Team with Learning and Development Team	On-going	Diversity Team to analyse future staff survey returns about this issue
Monitor the age distribution of FC staff	Diversity Team	January 2013	Results will be published in the annual Monitoring Report
Improve level of self declaration of disability by providing easier and better systems and more supporting guidance for managers and staff	Diversity Team	Throughout 2012	Review numbers of disabled staff during annual monitoring exercise
Investigate the Two Ticks Standard	Diversity Team	During 2014	A review and report will be made on the options from discussion by the HR Management Board
Increase the number of job applicants with a disability	Diversity Team	On-going (when external recruitment begins again)	Monitor number of applicants to declare a disability and report in annual

Objective	Responsibility	Deadline	Measure
			Monitoring Report
At a local level establish contacts with disability organisations.	Local teams – use Best Practice contacts	2012-13	Diversity Team to audit whether this has happened and annually check on progress
Explore possibility of reducing concert prices for disabled people and their carers	Local Managers	2012-13	Diversity Team to check on progress
Provide educational support to children with disabilities	Local staff	On-going	Diversity Team to review initiatives and include them in Best Practice database
Promote local accessible trails and facilities	Local staff	On-going	Feedback from customers with disabilities
Audit toilet and car parking facilities	Local staff	2016	Diversity Team to check on progress
Improve information available about accessible trails	Local staff and Communications Teams	2016	Diversity Team to check on progress
Investigate the possibility of providing free car-parking for people with disabilities	Local staff	2015	Diversity Team to check on progress
Explore opportunities to support marketing of accessible facilities with partners	Diversity Team	2013	Report in annual Monitoring Report on progress with this
Develop a database of volunteers/staff who can conduct guided tours of forests for different	Local staff	2014	Diversity Team to check on progress

Objective	Responsibility	Deadline	Measure
groups			
Explore with local councils and charities the possibility of organised trips to the forest	Local staff	On-going	Diversity Team to check on progress
Liaise with local public transport providers to improve transport links where possible	Local staff	On-going	Diversity Team to check on progress
We will continue to work with disabled mountain bike users to develop assessable trails where appropriate	Local recreation teams	On-going, as and when new trails are proposed	Diversity Team to check on progress
Continuously monitor progress to ensure relevant FC buildings are as accessible as they can be	Local teams and Land Agents	On-going	An annual check by the Diversity Team to ensure that progress is being made.
We will identify two or three locations to specifically target BAME groups with publicity about employment (and recreation)	Business Partners	When actively recruiting again	Progress will be measured by annual analysis of job applicants which will be published in the annual monitoring report and by analysing customer feedback to check if the number of BAME respondents to the Public Opinion of Forestry Surveys increases
We will prepare and publish guidance on	Diversity Team	December 2012	We will have this guidance externally

Objective	Responsibility	Deadline	Measure
FC interaction with the Gypsy and Traveller Communities			assessed by contacts within the gypsy and traveller communities
We will prepare and publish factsheets on specific religions	Diversity Team	On-going throughout 2012-13	We will monitor staff feedback on these
We will review and consider launching another Graduate Recruitment Programme at the appropriate time	Learning and Development Team	When recruitment freeze ends	Diversity Team will monitor diversity of successful candidates
We will review and consider launching another Leadership Development Programme at the appropriate time	Learning and Development Team	?	Diversity Team will monitor diversity of successful candidates
We will consider mentoring and coaching of women by women in higher pay bands with the aim of increasing the number of women in the middle management group by 5%	Learning and Development Team	March 2016	Progress will be measured via the annual diversity monitoring of staff and published in the Monitoring Report each January
We will re-commence events to highlight and promote the range of career opportunities that the Forestry Commission can offer	Diversity Team and wider HR	When recruitment freeze ends	Diversity Team will monitor diversity of successful candidates
Canvas views of LGB community on FC	Diversity Team	Summer 2012	Diversity Team and Stonewall monitor

Objective	Responsibility	Deadline	Measure
services through a short survey			quantity and quality of responses
Participate in the Stonewall Good Practice Programme	Diversity Team	On-going	Diversity Team monitor views of LGB staff via the biennial Staff Survey