

## 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.

## FC Objectives – EA Required?

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

| Forestry Commission Cross Border Corporate Plan 2013-14 |   |                                   |                    |
|---|---|-----------------------------------|--------------------|
| Work Programme  | Key Actions   | Relevance to the Diversity Agenda | Points to consider |
| Resilience: Forest Biosecurity                          | Support the implementation of the response to the recommendations of the Tree Health and Plant Biosecurity Expert Taskforce   | None                              |                    |
|   | Improve horizon scanning to identify new threats, develop contingency plans and introduce controls to prevent accidental introduction from imports and other pathways | None                              |                    |
|   | Work with partners to deliver a cross border tree health strategy and the Tree Health and Plant Health Biosecurity action plan  | None                              |                    |
|   | Provide updated advice and guidance to support the management of Chalara and  | None                              |                    |

## FC Objectives – EA Required?

| Forestry Commission Cross Border Corporate Plan 2013-14 |   |                                   |   |
|---|---|-----------------------------------|---|
| Work Programme  | Key Actions   | Relevance to the Diversity Agenda | Points to consider  |
|   | Phytophthora ramorum  |                                   |   |
|   | Develop a risk framework with a range of criteria to enable strategic prioritisation of practical actions on tree pests and pathogens   | None                              |   |
|   | Support continued investment in research and work with partners such as Defra, and through the Living with Environmental Change Partnership to deliver a comprehensive, cross-disciplinary research programme | None                              |   |
| Resilience: Climate Change and Ecosystem Services       | Further increase the area of new planting approved under the Woodland Carbon Code   | Low                               | Depends on the potential impact on people and communities                             |
|   | Continue research and analysis of forestry's role in helping to tackle climate change, from   | Low                               | There may be some impact to consider depending on the type of socio-economic research |

## FC Objectives – EA Required?

| Forestry Commission Cross Border Corporate Plan 2013-14 |   |                                   |   |
|---|---|-----------------------------------|---|
| Work Programme  | Key Actions   | Relevance to the Diversity Agenda | Points to consider  |
|   | natural science and socio-economic perspectives, including the cost-effectiveness of woodlands in abating CO2 emissions   |                                   | carried out   |
|   | Work with experts in and beyond the forest sector to examine opportunities for new funding mechanisms for woodland creation and to encourage forestry's contribution to a green economy | None                              |   |
|   | Produce scenarios of above ground future carbon production  | None                              |   |
|   | Develop a Woodland Ecosystem Market Roadmap for the next five years setting out actions with partners, to enable woodlands to support new   | Medium                            | Depends on the type of business opportunities and the impact on the woodlands and the communities that use them |

## FC Objectives – EA Required?

| Forestry Commission Cross Border Corporate Plan 2013-14 |  |                                   |  |
|---|--|-----------------------------------|--|
| Work Programme  | Key Actions  | Relevance to the Diversity Agenda | Points to consider   |
|   | nature-based business opportunities  |                                   |  |
| Evidence  | Publish a full review of the Science and Innovation Strategy for British forestry  | None                              |  |
|   | 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 |
|   | Set up a new Expert Committee on Forest Science  | None                              |  |
|   | Develop appropriate new measures of performance against which to assess the quality of our research                              | None                              |  |
|   | Extend the close partnership working with other Government Departments and external organisations to leverage our research spend | None                              |  |

## FC Objectives – EA Required?

| Forestry Commission Cross Border Corporate Plan 2013-14 |  |                                   |   |
|---|--|-----------------------------------|---|
| Work Programme  | Key Actions  | Relevance to the Diversity Agenda | Points to consider  |
|   | 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 the general public | None                              | Statistical information must be as accessible as possible     |
|   | Publish maps, forecasts and analysis from the National Forest inventory  | None                              | Information must be as accessible as possible                 |
| Standards   | Promote quick start guidance for the UKFS to ease adoption   | Low                               | Need to ensure that the guidance is as accessible as possible |
|   | Publish a practice guide and research note on forestry and acidification in support of the UKFS Forests and Water Guidelines   | Low                               | Information needs to be as accessible as possible             |
|   | Work with colleagues in FC   | None                              |   |

## FC Objectives – EA Required?

| Forestry Commission Cross Border Corporate Plan 2013-14 |  |                                   |   |
|---|--|-----------------------------------|---|
| Work Programme  | Key Actions  | Relevance to the Diversity Agenda | Points to consider  |
|   | England and advisors from across the sector to explore how UKFS can be used to deliver light-touch but robust regulation   |                                   |   |
|   | Ensure that the implementation of the proposed EU Due Diligence regulation is aligned with our regulatory approaches based on the UKFS   | None                              |   |
|   | Promote the delivery of the UKFS as the expedient way to provide assurances that domestically produced timber is sustainable – and therefore meets the requirements of the UK Government Timber Procurement policy, articulated through the Central Point of Expertise on Timber | None                              |   |
|   | By the end of 2013, develop an independent measure of the  | Low                               | Implementation of the Forests and People Guidelines will have |

## FC Objectives – EA Required?

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| Forestry Commission Cross Border Corporate Plan 2013-14 |  |                                   |   |
|---|--|-----------------------------------|---|
| Work Programme  | Key Actions  | Relevance to the Diversity Agenda | Points to consider  |
|   | implementation of the UK Forestry Standard and Guidelines                      |                                   | a high relevance to the Diversity Agenda and will require Equality Analysis |
| Ways of Working   | Work with countries to agree a new governance model for cross border functions | None                              |   |

## FC Objectives – EA Required?

| Forestry Commission England Corporate Plan 2013-14   |   |                               |   |
|--|---|-------------------------------|---|
| Work Programme   | Key Actions   | Relevance to Diversity Agenda | Points to consider  |
| Taking forward commitments set out in the Government's Forestry and Woodlands Policy Statement | Develop arrangements for a new operationally-independent Public Forest Estate management body   | High                          | Options will require Equality Analysis                          |
|  | Review the Government's forestry functions alongside the Triennial Review of the Environment Agency and Natural England   | Medium                        | Depending on the outcome, changes may require Equality Analysis |
|  | Clarify the exact arrangements and resources for the Rural Development Programme for England 2014-20  | Medium                        | Depending on the outcome, changes may require Equality Analysis |
|  | Develop more detailed plans for implementing the other parts of the Government's Policy Statement   | Medium                        | Depending on the plans, changes may require Equality Analysis   |
| Protection   | Use our expertise to deliver actions from the Tree Health and Plant Biosecurity Expert Taskforce, The Tree Health and Plant Biosecurity Action Plan, the Government's | None                          |   |

## FC Objectives – EA Required?

| Forestry Commission England Corporate Plan 2013-14 |  |                               |   |
|--|--|-------------------------------|---|
| Work Programme                                     | Key Actions  | Relevance to Diversity Agenda | Points to consider  |
|  | Chalara Control Plan   |                               |   |
|  | Develop and deliver an oak processionary moth control programme  | None                          |   |
|  | Work with the nursery trade and forest industry to ensure they plant a healthy, diverse selection of tree species  | None                          | Depending on the outcome, changes may require Equality Analysis   |
|  | Work with Natural England, Environment Agency, Marine Management Organisation and Defra on the Climate Change Adaptation Delivery Group to implement relevant parts of the National Adaptation Programme | Low                           |   |
| Improvement  | Work with businesses and civil society to increase capacity for providing targeted advice about woodland management  | Medium                        |   |
|  | Work with advisers from across the sector to develop a low burden, risk-based approach to implementing the UKFS  | Medium                        | Depending on the outcome, changes may require Equality Analysis if focusing on social aspects of forestry |
|  | Work with businesses on industry led actions which increase the amount of timber being sold and which help woodland owners   | None                          |   |

## FC Objectives – EA Required?

| Forestry Commission England Corporate Plan 2013-14 |  |                               |   |
|--|--|-------------------------------|---|
| Work Programme                                     | Key Actions  | Relevance to Diversity Agenda | Points to consider  |
|  | manage their woodlands   |                               |   |
|  | Work to improve and restore our native and ancient woodlands and open habitats through renewing our commitment to the policies set out in the Open Habitats Policy and Keepers of Time | None                          |   |
|  | Publish a strategy for Open Habitat Policy delivery on the public forest estate  | None                          |   |
|  | Fund a pilot project to assess and improve the condition, quality and connectivity of Public Rights of Way for woodland access by foot, cycle and horse                                | High                          | Will require Equality Analysis to ensure this project benefits all protected characteristic communities |
|  | Work with forest industry partners to make significant improvements to health and safety within FC England and across the sector   | Medium                        | Will require Equality Analysis to ensure this project benefits all protected characteristics            |
|  | Launch a new initiative to develop further the involvement of local communities with the Public Forest Estate  | High                          | Will require Equality Analysis to ensure this project benefits all protected characteristic communities |
|  | Launch the Forest Enterprise Apprenticeship  | High                          | Will require Equality Analysis to ensure this   |

## FC Objectives – EA Required?

| Forestry Commission England Corporate Plan 2013-14 |   |                               |   |
|--|---|-------------------------------|---|
| Work Programme                                     | Key Actions   | Relevance to Diversity Agenda | Points to consider  |
|  | Scheme 2013-15  |                               | Scheme is accessible to all those with protected characteristics  |
| Expansion  | Work with the sector to find new ways of encouraging landowners to plant more trees where it best suits them and their local conditions   | Low                           | Depends on whether the landowners are planting to benefit the local community and provide woodland access |
|  | Pilot an approach to reduce the regulatory burden on landowners who want to plant woodland by clarifying where a full Environmental Statement is unlikely to be required  | None                          |   |
|  | Introduce a carbon registry and a group scheme for the Woodland Carbon Code, support further work on carbon accounting in wood products, and underpin new woodland planting and guidance to businesses on reporting greenhouse gas emissions and reductions | None                          |   |
| Research and Evidence                              | Use research published by Defra, jointly funding with us, to work out how to better   | None                          |   |

## FC Objectives – EA Required?

| Forestry Commission England Corporate Plan 2013-14 |  |                               |                    |
|--|--|-------------------------------|--------------------|
| Work Programme                                     | Key Actions  | Relevance to Diversity Agenda | Points to consider |
|  | incentivise landowners to manage and create woodland   |                               |                    |
|  | Use our expertise to contribute to the consultation on a revised Science and Innovation Strategy for Forestry in Great Britain   | None                          |                    |
|  | Provide our expertise to the Innovation Group of the England Woodland and Timber Partnership which aims to produce a sector-wide Innovation Action Plan by November 2013 | None                          |                    |

## FC Objectives – EA Required?

### Forestry Commission Scotland Corporate Plan 2013-14

| Work Programme       | Key Actions   | Relevance to the Diversity Agenda | Exceptions to consider |
|----------------------|---|-----------------------------------|------------------------|
| Industry Development | Work with the Scottish Timber Impacts Group to assess the implications of the new UK forecast of softwood availability  | None                              |                        |
|                      | Develop a plan for implementing the proposal for a Wood First – Timber Construction Programme   | None                              |                        |
|                      | Manage the Strategic Timber Transport Fund  | None                              |                        |
|                      | Collate best practice in growing quality hardwoods  | None                              |                        |
|                      | Develop programmes to raise awareness among forest managers about pests and diseases and climate change to embed resilience-building actions into forestry practice | None                              |                        |
|                      | Develop timber transport solutions  | None                              |                        |

## FC Objectives – EA Required?

### Forestry Commission Scotland Corporate Plan 2013-14

| Work Programme                             | Key Actions  | Relevance to the Diversity Agenda  | Exceptions to consider |
|--|--|--|------------------------|
| Renewable energy – wind, hydro and biomass | Support take up of the Renewable Heat Incentive  | None   |                        |
|  | Work with Confor's Wood Fuel Suppliers Group to support the developing wood fuel supply chain  | None   |                        |
|  | Support the Scottish Government in delivering its biomass public sector procurement frameworks | None   |                        |
|  | Disseminate early growth results from the six energy forestry trial sites                      | None   |                        |
|  | Facilitate the first community led renewable project on the National Forest Estate             | High – carry out Equality Analysis to ensure all protected characteristics within the community are involved and benefitting |                        |
| Woodland Expansion                         | Implement the Scottish action plans for Chalara, Dothistroma and Ramorum and work with         | None   |                        |

## FC Objectives – EA Required?

### Forestry Commission Scotland Corporate Plan 2013-14

| Work Programme | Key Actions   | Relevance to the Diversity Agenda  | Exceptions to consider |
|----------------|---|--|------------------------|
|                | the Scottish Tree Health Advisory Group on measures aimed at building resilience to tree health issues  |  |                        |
|                | Develop proposals to provide support for owners wishing to create new woodlands through the next Scotland Rural Development Programme   | Medium – if woodlands are created for amenity purposes, need to Equality Analyse to ensure accessibility for all protected characteristic groups |                        |
|                | Implement the action plan set out in the Scottish Government's response to the report of the Woodland Expansion Advisory Group  | Medium - Depends on potential woodland purpose (i.e. if solely for timber production, then unlikely to have a diversity impact) and location     |                        |
|                | Support further development of the voluntary carbon market by developing a carbon credit registry and a group certification scheme for woodland creation projects approved under the Woodland | None   |                        |

## FC Objectives – EA Required?

### Forestry Commission Scotland Corporate Plan 2013-14

| Work Programme                | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider |
|-------------------------------|--|-----------------------------------|------------------------|
|                               | Carbon Code  |                                   |                        |
|                               | Integrate new woodlands and agriculture on the National Forest Estate  | None                              |                        |
| Natural and Cultural Heritage | Launch the final national report of the Native Woodland Survey for Scotland and promote the use of the results in managing and planning native woods | None                              |                        |
|                               | Publish a guide to managing non-native species in woodlands and review the effectiveness of the new licensing system for non-native tree species     | None                              |                        |
|                               | Publish advice and examples of landscape scale ecological restoration, identifying opportunities and mechanisms for future projects                  | None                              |                        |
|                               | Ensure that the new local  | None                              |                        |

## FC Objectives – EA Required?

### Forestry Commission Scotland Corporate Plan 2013-14

| Work Programme | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider |
|----------------|--|-----------------------------------|------------------------|
|                | mechanisms for delivering the Flood Risk Management (Scotland) Act 2009 are integrated effectively into the work of Conservancies and Forest Districts |                                   |                        |
|                | Disseminate the new Practice Note on acidification to the forestry sector and deliver support where needed   | None                              |                        |
|                | Publish and promote guidance on achieving biodiversity in plantation forests   | None                              |                        |
|                | Publish the Guidance Note on managing woodland on peat soils, and develop relevant working practices with key stakeholders                             | None                              |                        |
|                | Support the updating of Historic Land-use Assessment data in woodlands   | None                              |                        |
|                | Explore application of the   | None                              |                        |

## FC Objectives – EA Required?

### Forestry Commission Scotland Corporate Plan 2013-14

| Work Programme       | Key Actions  | Relevance to the Diversity Agenda  | Exceptions to consider |
|----------------------|--|--|------------------------|
|                      | ecosystem approach to management on the National Forest Estate   |  |                        |
| Education and Skills | Operate a youth employability programme within the Central Scotland Green Network, taking positive action to promote protected characteristic groups | High   |                        |
|                      | Deliver the Open Air Laboratories Tree Health Survey in Scotland   | None   |                        |
|                      | Update the 'teaching the Teachers' forest education resource and run a seminar on this for the FCS and Forest Education Initiative staff             | Medium   |                        |
|                      | Deliver a programme of training course for woodland managers to promote best practice in forest landscape design                                     | Medium - must consider accessibility and potential for landscape design to attract applicants from diverse communities |                        |

## FC Objectives – EA Required?

### Forestry Commission Scotland Corporate Plan 2013-14

| Work Programme       | Key Actions   | Relevance to the Diversity Agenda   | Exceptions to consider |
|----------------------|---|---|------------------------|
|                      | Provide opportunities for gaining employment skills and volunteering                              | High - must be promoted to diverse communities  |                        |
| Urban Forestry       | Continue to support the development and delivery of the Central Scotland Green Network            | Medium - there is potential to reach diverse communities and provide benefits to them |                        |
|                      | Review the Woodlands In and Around Towns programme  | High - there is potential to reach diverse communities and provide benefits to them   |                        |
|                      | Undertake a scoping study to develop costed options for collating data on urban trees in Scotland | None  |                        |
|                      | Deliver a demonstration site showcasing the greening of vacant and derelict land                  | None  |                        |
| Community Engagement | Develop appropriate guidance with community sector representatives to support                     | High - there is potential to reach diverse communities and provide benefits to them   |                        |

## FC Objectives – EA Required?

### Forestry Commission Scotland Corporate Plan 2013-14

| Work Programme                         | Key Actions   | Relevance to the Diversity Agenda   | Exceptions to consider |
|--|---|---|------------------------|
|  | communities wishing to be involved in developing community wind and hydro proposals through the National Forest Land Scheme |   |                        |
|  | Review the FCS policy 'Working with communities our commitment' and the related engagement framework                        | High - there is potential to reach diverse communities and provide benefits to them |                        |
|  | Offer a range of opportunities for community involvement on the National Forest Estate                                      | High - there is potential to reach diverse communities and provide benefits to them |                        |
| Access, Recreation, Tourism and Health | Develop a Commonwealth community woodland walks programme in partnership with Paths For All                                 | High - there is potential to reach diverse communities and provide benefits to them |                        |
|  | Complete an economic study of Branching Out and disseminate the findings  | High - offers services for those with mental health disabilities                    |                        |
|  | Develop four Greening NHS estate projects in the Central  | High - potential to improve facilities and health care for                          |                        |

## FC Objectives – EA Required?

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### Forestry Commission Scotland Corporate Plan 2013-14

| Work Programme | Key Actions  | Relevance to the Diversity Agenda                                     | Exceptions to consider |
|----------------|--|---|------------------------|
|                | Scotland Green Network area to demonstrate the value of high quality health care greenspace for physical activity and mental wellbeing | people with a range of disabilities                                   |                        |
|                | Pioneer ways of increasing the accessibility of recreation facilities in collaboration with the Fieldfare Trust                        | High - improves services and facilities for people with disabilities. |                        |
|                |  |   |                        |

## FC Objectives – EA Required?

| Forest Enterprise Scotland Corporate Plan 2013-14                                       |  |                                   |                        |
|---|--|-----------------------------------|------------------------|
| Work Programme  | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider |
| Healthy: Achieving good environmental and silvicultural condition in a changing climate | Invest over £4m in silvicultural improvements  | None                              |                        |
|   | Undertake thinning interventions in over 7,500 ha of woodland  | None                              |                        |
|   | Restock (replant) over 4,800 ha of woodland  | None                              |                        |
|   | Maintain certification of the National Forest Estate (NFE) in accordance with the UK Woodland Assurance Standard | None                              |                        |
|   | Undertake a further 7,000 ha of soil surveys   | None                              |                        |
|   | Publish our approach to replanting on carbon-rich soils  | None                              |                        |
|   | Undertake a national spatial analysis to look at where climate change adaptation is a priority                   | None                              |                        |
|   | Implement our mitigation plans   | None                              |                        |

## FC Objectives – EA Required?

### Forest Enterprise Scotland Corporate Plan 2013-14

| Work Programme  | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider |
|---|--|-----------------------------------|------------------------|
|   | for Dothistroma Needle Blight, Phytophthora ramorum and Chalara Ash Die Back                                     |                                   |                        |
|   | Treat 700 ha of rhododendron   | None                              |                        |
|   | Sustain grey squirrel control in south Scotland against the spread of squirrel pox                               | None                              |                        |
| Productive: providing sustainable economic benefits from the land | Construct a new bespoke timber pier on Mull  | None                              |                        |
|   | Market 3.4m m <sub>3</sub> of timber   | None                              |                        |
|   | Identify where we will commit to active hardwood silviculture across the NFE                                     | None                              |                        |
|   | Bring 1.13m m <sup>3</sup> of timber onto the open market  | None                              |                        |
|   | Hold at least 3 log shop niche timber sale events  | None                              |                        |
|   | Establish a basis for monitoring the contribution of the NFE to jobs and the economy of Scotland and its regions | None                              |                        |

## FC Objectives – EA Required?

### Forest Enterprise Scotland Corporate Plan 2013-14

| Work Programme | Key Actions  | Relevance to the Diversity Agenda                             | Exceptions to consider |
|----------------|--|---|------------------------|
|                | Make available three further starter farms   | None  |                        |
|                | Increase the area of the NFE that is used for livestock grazing  | None  |                        |
|                | Work to conclude terms on our first community led Renewable Development  | Low – ensure all groups within community engaged and involved |                        |
|                | Achieve over 800mw of renewables capacity  | None  |                        |
|                | Commence supply of biomass to the new Tullis Russell wood energy facility  | None  |                        |
|                | Complete a £2.2m investment in The Lodge in the Trossachs; a £4.5m investment in our three Galloway visitor centres; and a £1m investment in our Queens View visitor centre in Tayside | High  |                        |
|                | Work with Developing Mountain Biking in Scotland and other partners to promote forest mountain biking and a wide   | High  |                        |

## FC Objectives – EA Required?

### Forest Enterprise Scotland Corporate Plan 2013-14

| Work Programme  | Key Actions  | Relevance to the Diversity Agenda  | Exceptions to consider |
|---|--|--|------------------------|
|   | range of outdoor recreational activity   |  |                        |
|   | Plant 500 ha of new woodland   | High – depending on the type of woodland, potentially there could be significant impact on communities, so must consider the impact on diverse groups within those communities |                        |
| Treasured: as a multi-purpose resource that sustains livelihoods, improves quality of life and offers involvement and enjoyment | Commission an external 'health check' of our performance to help us sustain and develop our delivery of community benefits | High   |                        |
|   | Support communities wishing to acquire NFE land through the National Forest Land Scheme                                    | High   |                        |
|   | Prepare local consultation procedures in collaboration with stakeholders as part of revised District Strategic Plans       | High   |                        |
|   | Provide opportunities for 100 trainees to gain employment  | High   |                        |

## FC Objectives – EA Required?

| Forest Enterprise Scotland Corporate Plan 2013-14 |   |                                   |                        |
|---|---|-----------------------------------|------------------------|
| Work Programme                                    | Key Actions   | Relevance to the Diversity Agenda | Exceptions to consider |
|   | skills and experience on the NFE  |                                   |                        |
|   | We will support 30 apprenticeships and 8 internships  | High                              |                        |
|   | Define visitor zones across the NFE and establish new management standards  | High                              |                        |
|   | We will analyse the proximity of NFE Woods In and Around Towns woodlands to protected characteristic groups, and use this to shape our consultation framework | High                              |                        |
|   | See to completion our hosting of the East Coast Sea Eagle project   | None                              |                        |
|   | Make Loch Ard Forest available as a national research forest  | None                              |                        |
|   | Support best practice development in urban deer management  | None                              |                        |
| Accessible: Local woodlands                       | Invest £1m in improvements to   | High                              |                        |

## FC Objectives – EA Required?

### Forest Enterprise Scotland Corporate Plan 2013-14

| Work Programme  | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider |
|---|--|-----------------------------------|------------------------|
| and national treasures that are well promoted, welcoming and open for all | the Great Glen Way;  |                                   |                        |
|   | Invest £0.75m in improvements to the West Highland Way   | High                              |                        |
|   | With the Fieldfare Trust, continue our programme of reviewing and improving the suitability of facilities for less able visitors | High                              |                        |
|   | Provide improved wildlife viewing facilities at Kirroughtree (Galloway) and Knapdale (Argyll)                                    | High                              |                        |
|   | Renew our visitor-facing web site  | High                              |                        |
|   | Manage open space around the Forth Valley Royal Hospital as a place for NHS Health Scotland's green exercise programme           | High                              |                        |
|   | Make available NFE sites for the   | High                              |                        |

## FC Objectives – EA Required?

### Forest Enterprise Scotland Corporate Plan 2013-14

| Work Programme | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider |
|----------------|--|-----------------------------------|------------------------|
|                | Branching Out mental health referral programme   |                                   |                        |
|                | In the central belt run taster sessions for Forest School and Forest Kindergarten, hosting teacher training events to support Curriculum for Excellence      | High                              |                        |
|                | Undertake site remediation and greening at Cuningar Loop, opposite the Commonwealth Games site   | High                              |                        |
|                | Consult on the potential to develop our Kilpatrick Hills acquisitions as an important new countryside recreation opportunity on the northern edge of Glasgow | High                              |                        |
|                | Evaluate the contribution of our WIAT activity to delivering benefits for the Central Scotland Green Network   | High                              |                        |

## FC Objectives – EA Required?

### Forest Enterprise Scotland Corporate Plan 2013-14

| Work Programme  | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider |
|---|--|-----------------------------------|------------------------|
| Cared for: working with nature and respecting landscapes, natural and cultural heritage | We will review progress in the enhancement of ancient woodland remnants and restoration of planted ancient woodland sites to native woodland                               | None                              |                        |
|   | Use data from the Native Woodland Survey of Scotland to identify where expansion of native woodland will improve the habitat network and buffer ancient woodland fragments | None                              |                        |
|   | Restock and regenerate over 690 ha of broadleaved woodland   | None                              |                        |
|   | Achieve at least 90% of notified features on designated sites in favourable or (unfavourable) recovering condition   | None                              |                        |
|   | Work with SNH to improve the condition of features on the National Forest Estate (NFE)   | None                              |                        |

## FC Objectives – EA Required?

### Forest Enterprise Scotland Corporate Plan 2013-14

| Work Programme   | Key Actions   | Relevance to the Diversity Agenda   | Exceptions to consider |
|--|---|---|------------------------|
|  | identified in a new national prioritized action plan  |   |                        |
|  | Publish a coastal sand dune and shingle strategy for the NFE  | None  |                        |
|  | Deliver actions for freshwater pearl mussel contained within the LIFE+ funded 'Pearls in Peril' project   | None  |                        |
|  | Undertake condition surveys of important structures like the Ratagan Bridge and Allt Dubh military bridge | None  |                        |
| Good value: exemplary, effective and efficient delivery of public benefits | Establish a new framework for considering built development on the NFE                                    | High – accessibility of new buildings, opportunities for communities, etc |                        |
|  | Achieve a unit cost (to roadside) of direct production harvesting on the NFE of £12.80/m <sup>3</sup>     | None  |                        |
|  | Meet our delegated expenditure  | None  |                        |

## FC Objectives – EA Required?

### Forest Enterprise Scotland Corporate Plan 2013-14

| Work Programme | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider |
|----------------|--|-----------------------------------|------------------------|
|                | limits   |                                   |                        |
|                | Install biomass heating at our Aberfoyle office  | None                              |                        |
|                | Achieve a year on year reduction of our carbon emission from administrative travel   | None                              |                        |
|                | Achieve a year on year reduction of our carbon emission from FES buildings   | None                              |                        |
|                | We will invest £50k in energy saving from our buildings  | None                              |                        |
|                | Lead the Behavioral Change and Working Safely with Electricity working groups of the UK Forest Industry Safety Accord        | Medium                            |                        |
|                | Develop an Action Plan setting out how we will meet our increased commitments to improving our health and safety performance | Medium                            |                        |
|                | Launch a new talent management programme for   | High                              |                        |

## FC Objectives – EA Required?

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### Forest Enterprise Scotland Corporate Plan 2013-14

| Work Programme | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider |
|----------------|--|-----------------------------------|------------------------|
|                | middle managers  |                                   |                        |
|                | Invest in efficient new workshop facilities at Cairnbaan, Argyll | Medium                            |                        |
|                | Make major improvements to our Aberfoyle office                  | Medium                            |                        |
|                |  |                                   |                        |

## FC Objectives – EA Required?

### Forest Research Corporate Plan 2013-14

| Work Programme                             | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider   |
|--|--|-----------------------------------|--|
| Priority 1 – Protect our trees and forests | Actively contribute to the delivery of Tree Health and Plant Biosecurity Action Plan and provide expertise in support of the Government's Tree Health and Plant Biosecurity Expert Taskforce and Chalara Management Plan   | None                              |  |
|  | With partners, deliver elements of citizen science based research such as Observatree and OPAL initiatives. These projects will be delivered, in part, by the integration of citizen science initiatives with FR's existing UK wide advisory and extension service | Low                               | Check that lead partners have carried out Equality Analysis when necessary |
|  | Participate in and/or lead on research to provide evidence and management solutions for damaging or potentially high   | None                              |  |

## FC Objectives – EA Required?

### Forest Research Corporate Plan 2013-14

| Work Programme   | Key Actions   | Relevance to the Diversity Agenda | Exceptions to consider |
|--|---|-----------------------------------|------------------------|
|  | risk disorders  |                                   |                        |
|  | Evaluate the risk from new and existing tree and forest pests and diseases and ensure the provision of evidence to support risk assessment, horizon scanning, contingency planning and compliance | None                              |                        |
|  | Provide research and advice to support national and international tree health regimes and regulation  | None                              |                        |
|  | Undertake research to predict the potential impacts of both new and emerging pests and pathogens and model the impact of climate change on existing pests and pathogens                           | None                              |                        |
| Priority 2 – Enhance forest ecosystem resilience and service provision | Publish a Practice Guide and a Research Note to assist the forest sector in promoting the   | None                              |                        |

## FC Objectives – EA Required?

### Forest Research Corporate Plan 2013-14

| Work Programme                  | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider |
|---------------------------------|--|-----------------------------------|------------------------|
|                                 | recovery of acidified waters in forest catchments  |                                   |                        |
|                                 | Provide advice and strategic maps to the water and forestry sectors identifying priority areas for woodland creation to help reduce downstream flood risk and diffuse water pollution        | None                              |                        |
|                                 | Undertake research to improve estimates of soil carbon stocks within UK forests and how forestry management can best protect these   | None                              |                        |
|                                 | Report to Defra and the Forestry Commission on the findings of the three year investigation of the effects of woodland management and deer browsing on woodland structure and woodland birds | None                              |                        |
| Priority 3 – Ensure sustainable | Release a test version of  | None                              |                        |

## FC Objectives – EA Required?

### Forest Research Corporate Plan 2013-14

| Work Programme   | Key Actions   | Relevance to the Diversity Agenda | Exceptions to consider |
|--|---|-----------------------------------|------------------------|
| management and adaptation of our forests to climate change | MOSES-GB (a growth and yield model) that will help improve the understanding of the impact of alternative forest management approaches on stand development |                                   |                        |
|  | Publish, in a peer-reviewed journal, work concerning Sitka Spruce DNA-markers associated with an important economic trait                                   | None                              |                        |
|  | Launch a research forest at Queen Elizabeth Forest Park in the Trossachs National Park  | None                              |                        |
|  | Install a new flux tower as a conifer site within Harwood Forest in order to extend expertise and knowledge regarding atmospheric gases and climate change  | None                              |                        |
|  | Contribute to the review of the   | None                              |                        |

## FC Objectives – EA Required?

### Forest Research Corporate Plan 2013-14

| Work Programme                         | Key Actions  | Relevance to the Diversity Agenda | Exceptions to consider                       |
|--|--|-----------------------------------|--|
|  | National Forest Inventory and specifically considerations regarding a new tree canopy cover metric   |                                   |  |
|  | Participate in the England Wood and Timber Partnership, its Sub-Group on Innovation, and the industry led work on forest based supply chains | None                              |  |
| Priority 4 – effect knowledge exchange | Consult upon, and launch, a refreshed Forest Research Communication Strategy   | Low                               | Ensure communications methods are accessible |
|  | Upgrade Forest Research's website to increase its use, desirability and accessibility to our customers and users                             | Low                               | Ensure website is accessible                 |
|  | Publish each quarter on the FR website information on all FR's knowledge exchange activities   | Low                               | Ensure website is accessible                 |
|  | Participate in a minimum of 20 knowledge exchange events to  | Low                               | Ensure events and information is accessible  |

## FC Objectives – EA Required?

### Forest Research Corporate Plan 2013-14

| Work Programme                 | Key Actions   | Relevance to the Diversity Agenda | Exceptions to consider        |
|--------------------------------|---|-----------------------------------|-------------------------------|
|                                | the forestry and landuse sector and make available presentations on the FR internet such that non-attendees can also access information   |                                   |                               |
|                                | Organise a workshop on the restoration of Forest Landscapes and Mitigation of Climate Change as part of a major contribution towards the third International Congress on Planted Forests    | Low                               | Ensure workshop is accessible |
|                                | Record how our work has contributed towards Defra's Plan for Growth, the Government's response to the Independent Panel on Forestry in England and the FC's Science and Innovation Strategy | None                              |                               |
| Priority 5 – Grow Our Business | Deliver the agreed annual   | None                              |                               |

## FC Objectives – EA Required?

### Forest Research Corporate Plan 2013-14

| Work Programme | Key Actions   | Relevance to the Diversity Agenda | Exceptions to consider   |
|----------------|---|-----------------------------------|--|
|                | business plan and secure a total of £3.5 million of income from non FC GB sources   |                                   |  |
|                | Strengthen relationships and partnership working with the forestry sector across Government, devolved administrations, international forestry research organisations and our partners in European forestry projects | None                              |  |
|                | Further develop the capacity of Forest Research in Wales, working with the Welsh Government, Natural Resources in Wales and both new and existing customers and partnerships  | None                              |  |
|                | Acting upon the Forest Research External Review we will review the progress of  | Low                               | Depending on the results, this may have an impact on staff that needs to be equality |

## FC Objectives – EA Required?

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### Forest Research Corporate Plan 2013-14

| <b>Work Programme</b> | <b>Key Actions</b>   | <b>Relevance to the Diversity Agenda</b> | <b>Exceptions to consider</b> |
|-----------------------|--|--|-------------------------------|
|                       | research programmes and evaluate interdisciplinary working |  | analysed                      |