

Forestry Commission Equality Analysis Form

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| 1. What is the name of your policy, function or service? | |
| FCS Policy Statement: 'SCOTLAND'S WOODLANDS AND THE HISTORIC ENVIRONMENT' http://www.forestry.gov.uk/pdf/fcfc123.pdf/\$FILE/fcfc123.pdf | |
| 2. What are the main aims and objectives of the Policy function or service? | |
| To confirm how the forestry sector will endeavour to deliver the required outcomes of Scottish Ministers' strategic policies for the historic environment. | |
| 3. Briefly describe the impact (or potential impact) on people | |
| Improved stewardship and awareness on this subject should lead to an increased public appreciation and enjoyment of the historic environment amongst all the people of Scotland and visitors to our country, thus meeting a key outcome of the Scottish Government. | |
| 4. What are the names and contact details of the initiative's owner and the person who completed the Equality Analysis? | |
| <p>Nicholas Shepherd Landscape and Culture Adviser Forestry Commission Scotland Silvan House 231 Corstorphine Road Edinburgh EH12 7AT Tel: 0300 067 6160 E-mail: nicholas.shepherd@forestry.gsi.gov.uk</p> | |
| 5. Is this a new Equality Analysis, or a review of a previous Equality Analysis? | |
| New. | |
| 3 year review. | X |
| 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? | |
| 19/09/2008 | |

7. How will this initiative be put into practice?

The Policy describes:

- How the Scottish Forestry Strategy (SFS) Strategic Objectives for the historic environment will contribute towards the wider Scottish Government Strategic Objectives (pages 4-6);
- Specific activities in the first ten years of the SFS all intended to contribute towards the delivery of the long-term strategic outcome; the protection and promotion of the historic environment and cultural heritage of Scotland (pages 8-10).

The delivery of sustainable management that fosters the conservation of the historic environment in Scotland's woodlands is described for the two distinct areas that FCS has responsibility:

1. Management of the national forest lands owned by Scottish Ministers
2. Support for other woodland owners

For both these sectors FCS is the regulatory authority that ensures that all forests and woodlands are managed sustainably to the standards and requirements of the UK Forestry Standard (UKFS). [http://www.forestry.gov.uk/PDF/fcfc001.pdf/\\$FILE/fcfc001.pdf](http://www.forestry.gov.uk/PDF/fcfc001.pdf/$FILE/fcfc001.pdf)

In the context of the UKFS, sustainable forest management includes ensuring equality and diversity (page 19). This aspect is further reinforced in the associated UKFS Forests and People Guideline which specifically includes the Legal Requirement that the Equality Act 2010 must be complied with in the provision of facilities, goods and services (page 37)

1. Management of the national forest lands owned by Scottish Ministers (pages 11-12).

The **Strategic Directions for Scotland's national forest estate** set out our priorities in terms of integrated land management. The key priorities for the historic environment state that *"we safeguard archaeological sites through our planning and management and recognise special places and features with local cultural meaning"* and that:

- *"we will continue to undertake conservation management, condition monitoring and archaeological recording at significant historic assets; and*
- *that we will continue to work with stakeholders to develop, share and promote best-practice historic environment conservation management"* (FCS 2013, 52).

These requirements place the onus on Forest District Planning and Environment teams to ensure that details of most significant historic environment sites (major sites such as hill forts, tower houses and stone circles) are included within Work Plans, Forest Design Plans, Land Management Plans and Strategic Spatial Plans; and require the FD Environment Teams (supported by the FES Archaeologist) to undertake a wide range of conservation management activities.

The role of the FES Archaeologist is to act as a champion of archaeology and the historic environment both within and outwith the organisation, encouraging and enabling its protection, conservation and promotion. Mainstreaming archaeology within the integrated land management of Scotland's national forest estate (as outlined within *Strategic Directions*) has enabled an active and effective historic environment programme that encompasses archaeological measured survey, research and mitigation excavation, professional Continuous Professional Development (CPD) initiatives, educational projects (see the FCS publication *The Picts: a learning resource* for example) and promotional public outreach (from site open days to exhibition posters).

We ensure that historic environment features are identified and protected within our Work Plans and that damage is avoided during forestry operations; and we ensure that relevant designated historic assets (and significant undesignated historic assets) are actively managed within a programme of detailed archaeological recording and conservation management. Significant archaeological work can be presented in journals and magazines and presented to the public at conferences (using exhibition posters presenting our work for example) and significant sites are often part of the FD recreational framework (with interpretation panels and access paths). The historic environment is included as part of the FES Environment Communications Strategy (see forthcoming *Action for the Environment on Scotland's national forest estate*) and will form part of the forthcoming FCS website enhancement programme.

2. Support for other woodland owners (pages 12-13).

FCS supports woodland owners by promoting the benefits of all woodlands, providing woodland grants for their establishment and management, felling licences, advice and regulation. In administering the forest and woodland options within the Scottish Rural Development Programme (SRDP) Rural Development Contracts FCS ensures that all work funded under these grants adheres to the UKFS and suite of Guidelines.

To help woodland owners and their agents develop their proposals for SRDP grant aid the UKFS Forests and People Guideline provides information on how they can achieve the UKFS Requirements for people grouped by factor headings:

- Public involvement
- Accessibility
- Visitor information
- Recreation
- Traditional and cultural uses
- Education and learning
- Volunteering
- Vandalism and anti-social behaviour
- Enterprise development

The FCS Education Policy Group are engaging with many levels of the education and learning community to promote the historic and cultural aspects of forests and woodlands, for example:

- Five CPD programmes were held for teachers and others during 2014 on two FCS publications: Wolf Brother's Wildwoods (<http://owlsotland.org/images/uploads/resources/files/fcms123.pdf>) and Trees and the Scottish Enlightenment (http://owlsotland.org/images/uploads/resources/files/TSE_web_final.pdf). Because of both positive customer feedback and requests for resources the FCS Education Policy Group is aware that people in the wider education community are using the resources in their teacher training programmes (e.g. Grounds for Learning teacher course in outdoor learning). Due to high demand for these publications a further print run is now due – both the resources (Wolf Brother in particular) are very popular.
- Some FCS rangers use the time line of forest/ tree cover in Scotland with all the other resources that have been prepared by the FCS Archaeologist and others (<http://scotland.forestry.gov.uk/supporting/strategy-policy-guidance/historic-environment>). This has been picked up in Our Forest, Our Future (<http://www.ourforestourfuture.org.uk/>) online resource comparing a Scottish forest with an African rainforest.

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

2011 Scotland Census data (currently available) protected characteristics

Age

| Age | No of people (000's) | % |
|---------------------------|-----------------------------|----------|
| Under 5 | 293 | 6 |
| 5 to 10 years | 270 | 5 |
| 11 to 15 years | 292 | 5 |
| 16 to 24 years | 695 | 13 |
| 25 to 34 years | 668 | 13 |
| 35 to 44 years | 734 | 14 |
| 45 to 59 years | 1118 | 21 |
| 60+ years | 1229 | 23 |
| Base (all party members): | 5295 | |

Sex (Gender)

All people: 5,295,000
 Males: 2,567,000 (48%)
 Females: 2,728,000 (52%)

Race

| | |
|---|------------------|
| All categories: Ethnic group | 5,295,000 |
| White: English/Welsh/ Scottish/ Northern Irish /British | 4,863,000 |
| White: Irish | 54,000 |
| White: Gypsy or Irish Traveller * | 4,000 |
| White: Other White | 163,000 |
| Total White | 5,084,000 |
| Mixed/multiple ethnic group: Other Mixed | 20,000 |
| Asian/Asian British: Indian | 33,000 |

| | |
|--|----------------|
| Asian/Asian British: Pakistani | 49,000 |
| Asian/Asian British: Bangladeshi | 4,000 |
| Asian/Asian British: Chinese | 34,000 |
| Asian/Asian British: Other Asian | 21,000 |
| Black/African/Caribbean/Black British: African | 29,000 |
| Black/African/Caribbean/Black British: Caribbean | 3,000 |
| Black/African/Caribbean/Black British: Other Black | 4,000 |
| Other ethnic group: Arab * | 9,000 |
| Other ethnic group: Any other ethnic group | 5,000 |
| Total non-white | 211,000 |

Religion or belief

| | |
|--------------------------|------------------|
| All categories: Religion | 5,295,000 |
| Christian | 2,850,000 |
| Total Christian | 2,850,000 |
| Buddhist | 13,000 |
| Hindu | 16,000 |
| Jewish | 6,000 |
| Muslim | 77,000 |
| Sikh | 9,000 |
| Other religion | 15,000 |
| All non-Christian | 136,000 |
| No religion | 1,941,000 |

| | |
|-------------------------------|------------------|
| Religion not stated | 368,000 |
| Total no or not stated | 2,309,000 |

Marriage or Civil Partnership

| | |
|---|-----------|
| All categories: Marital and civil partnership status | 4,379,000 |
| Single - (never married or never registered a same-sex civil partnership) | 1,549,000 |
| Married | 1,982,000 |
| In a registered same-sex civil partnership | 7,000 |
| Separated - (but still legally married or still legally in a same-sex civil partnership) | 141,000 |
| Divorced or formerly in a same-sex civil partnership which is now legally dissolved | 360,000 |
| Widowed or surviving partner from a same-sex civil partnership | 340,000 |

Disability

| | |
|--|-----------|
| All people | 5,295,00 |
| Day-to-day activities limited a lot | 505,863 |
| Day-to-day activities limited a little | 534,508 |
| Day-to-day activities not limited | 4,255,000 |

(Survey of visitors to FC Scotland forests Nov 2012 to Oct 2013)

As well as counts being undertaken of visitors entering and leaving forests, some 1,970 interviews were undertaken with visitors to FCS forests. Some of the key findings from this survey with regard to visitor profile showed that:

- The average age of a visitor (including children) is 46. This average varies by forest district with the youngest age profile in Moray & Aberdeenshire (average age 38) and the oldest in Cowal & Trossachs (average age 51).
- Just 0.2% of visitors are members of the Black, Asian and Minority Ethnic (BAME) population, a significantly lower proportion than found within the wider Scottish population (4%). A similar low proportion of BAME visitors were recorded in AFS1 (1%).
- 6% of visitors have a disability, a lower proportion than in the Scottish population as a whole (19%). By comparison, in AFS1 5% of visitors were recorded as having a disability.
- 2% of visitors live in areas which are in the bottom 10% of the Scottish Index of Multiple Deprivation (i.e. the most deprived areas) while 11% live in the top 10%, least deprived areas.
- 77% of visitors live in Scotland, 15% live elsewhere in the UK and 8% are from overseas. By comparison, in AFS1 85% of visitors lived in Scotland, 14% lived elsewhere in the UK and 1% were from overseas.
- Overall 33% of visitors visit while they are on an overnight holiday or short break, 35% are on a day trip travelling less than 6 miles to reach the forest and 32% are on a day trip from further afield. By comparison, in AFS1 18% of visitors were on an overnight trip, 49% were on a local day trip and 33% were on a day trip from further afield.

| | Volume of visits ('000s) | % of total visits |
|--------------------------------|---------------------------------|--------------------------|
| Age | | |
| Under 5 | 270 | 3% |
| 5 to 10 | 450 | 5% |
| 11 to 15 | 270 | 3% |
| 16 to 24 | 540 | 6% |
| 25 to 34 | 1,081 | 12% |
| 35 to 44 | 1,261 | 14% |
| 45 to 59 | 2,611 | 29% |
| 60+ | 2,431 | 27% |
| Ethnicity | | |
| Black, Asian & Minority Ethnic | 22 | 0.2% |
| White | 8,933 | 99.8% |
| Disability | | |
| Any | 508 | 6% |
| None/ prefer not to say | 8,347 | 93% |

This survey interviewed a representative sample of 1,272 adults of which 21% of returns indicated that their woodland visit included an historic site (Table 1). Of those with a declared long term illness/disability the proportion of those woodland visitors who included an historic site in their visit was only marginally less at 20% (Table 4).

When the total UK visits to an historic site is broken down for the four countries, the proportion of visitors to Scottish forests who included an historic site in their visit (19%) is lower than that for England (21%) and Wales (27%) but higher than Northern Ireland (16%) (Table 5).

Regards disability or health problems and the specific question of whether their disability affected the use of woodlands, of the 391 people throughout the UK who declared this condition 52% confirmed that this did have an affect (for this question there was no breakdown for the four countries). The reasons given were:

| How disability affects use of woodlands etc, 2013 | % UK | No. UK |
|--|---------|-----------|
| Lack of public transport to the woodland/forest or other green space | 20 | 41 |
| Lack of suitable paths around the woodland/forest or other green space | 34 | 69 |
| Lack of accessible facilities, eg toilets, cafe, visitor centre etc | 22 | 44 |
| Lack of suitable activities at the woodland/forest or other green space | 5 | 10 |
| Lack of information to help inform a visit to the woodland/forest or other green space | 4 | 8 |
| Lack of information at the woodland/forest or other green space | 3 | 7 |
| Lack of information in a suitable format for your disability | 12 | 25 |
| Attitude of staff at the woodland/forest or other green space | 5 | 10 |
| Attitude of other visitors at the woodland/forest or other green space | 1 | 3 |
| The cost of reaching the woodland/forest or other green space | 6 | 13 |
| Cost once at the woodland/forest or other green space | 2 | 5 |
| Concern that woods are not a safe place | 7 | 15 |
| Other | 43 | 87 |
| Total whose disability affects use | 100 | 203 |

These returns show that besides the provision of appropriate public transport to and from woodlands (an aspect that may be outwith the influence of the woodland owner) the two key factors that would facilitate people with disabilities to use them is the provision of appropriate paths and facilities. It can be assumed that the provision of these amenities would also contribute towards people with disabilities having access to and enjoyment of all aspects of the historic environment to be found within those woodlands.

Regards other protected characteristics, around 90% (more or less depending on the question) of returns completed the questions on ethnic origin, gender reassignment, sexual orientation, religion/belief and marital status. However, because there were no associated questions inviting their opinion of any perceived affects their responses may or may not have had on their use and enjoyment of woodlands there are no conclusions that can be drawn from this information.

SNH Scottish People and Nature Survey (2013/14)

Scottish Natural Heritage (SNH) measures the levels of participation in walking and other outdoor recreation activities each year to support the achievement of Scottish Government policy.

Those who had not made any visits to the outdoors for leisure and recreation were asked to explain why this was the case and the main reasons are provided below:

Seventy eight per cent of adults who had visited the outdoors in the 12 months prior to interview (equating to 63% of all adults in Scotland) indicated that they had made at least one visit to forests or woodland during that period.

Overall, visits to forests and woodland were taken with less frequency than outdoor recreation visits in general. A fifth of those who visited the outdoors visited forests or woodland on a weekly basis (22%) and a similar proportion visited on a monthly basis (20%). The largest proportion, around a third, indicated that they visited once every couple of months or less often (35%).

Frequent visits to forests or woodland (i.e. at least once a week) were most likely to be taken by those who visited the outdoors generally on a daily basis (45%). Others more likely than the average to be frequent forest or woodland visitors were those who had taken part in bird or other wildlife watching (33%) or in any type of walking (29%) on their most recent outdoor visit. Residents of rural areas were also more likely than average to be frequent forest or woodland visitors (28%).

Outdoor visitors who had not visited a forest or woodland destination at all in the previous 12 months or who had visited infrequently (less than once a month) were asked what barriers, if any, prevented them from visiting this type of outdoor environment. The most frequently cited barrier was a lack of time, mentioned by 24% of infrequent or non-visitors. A fifth indicated that they had 'no particular reason' (20%), while around one in ten indicated that they were 'not interested' or that forest and woodland destinations were too far away from where they lived (12% and 11% respectively).

- Lack of time/too busy – 24%
- No particular reason – 20%
- Not interested – 12%
- Woods are too far away – 11%
- Don't have a car – 9%
- Other personal mobility reasons – 8%
- Bad Weather – 5%
- Prefer other types of countryside – 4%
- Lack of suitable public transport – 2%
- Lack of information about woods to visit – 1%
- Lack of facilities – 1%
- Safety concerns – 1%
- Afraid of not being welcome – 1%

Scotland's Historic Environment Audit 2012

This audit provides information from a range of sources. For example, it shares data from the Scottish Household Survey, which provides national level results on cultural attendance and participation. It states that around one in five (21%) adults had visited a historic or archaeological site in the last 12 months (prior to 2011). Of this number it reports that 22% of men state they have attended a place of historical or archaeological interest in the last year compared with 20% of women. Furthermore, those aged 16 to 24 and 75 plus are less likely to visit historic or archaeological sites than those in other age groups.

The audit also shares that VisitScotland estimates that 16 million tourists visited historic environment attractions in 2011, representing more than one in three of recorded visits to all Scottish attractions. 1 in 5 of all school visits are to historic sites (129,587 school children), based on Visit Scotland's 2011 data.

The audit reports that the Scottish Household Survey gives a good overview of who participates in the historic environment but does state that we need to gather data about who is excluded and what are the barriers to greater access and participation. The audit welcomes suggestions from stakeholders on priorities for analysis, stating that comments should be sent to heritage.audit@scotland.gsi.gov.uk

How does the diversity data from the Census compare to the other research information gathered:

- The gender balance of visitors (54% male, 46% female) to the Scottish national forest estate is broadly similar to the demographics of the Scottish population (48% male, 52% female) but shows a small under representation of women visiting forest areas, and therefore potentially accessing the historic environment. The Historic environment audit also highlights that only 1 in 5 of the Scottish population access the historic environment, although this is almost equal for both men and women.
- At the time of the 2001 census, only 3% of the population was of non-white ethnic origin. Only 1% visitors to the Scottish national forest estate were of non-white ethnic origin, signifying under representation of this group in relation to the overall Scottish population. From the UK & England POF, of the 24% of woodland visitors that stated they had visited a historic site 96% stated their ethnicity was White British, 0.9% mixed/multiple ethnicity, 2.4% Asian, 0.6% Black and 0.3% as other.
- Only 5% of visitors stated that they or a party member had a disability or special need, however approximately 20% of the Scottish population may have a disability according to the census statistics, which is supported by the data collected in the last Scottish Recreation Survey and the FC Public Opinion of Forestry in Scotland. This suggests people with a disability are under represented, which again is a conclusion draw from the last Scottish Recreation Survey, which provides information to suggest that it is the disability that is limiting their participating in outdoor recreation and potentially the historic environment. From the UK & England POF, of the 24% of woodland visitors that stated they had visited a historic site 82.7% stated they were not disabled, and of the 17.3% that did consider themselves disabled 5.2% had a physical disability, 1.8% visual, 3.9% hearing, 1.2% mental health, 6.6% physical, and/or 3.9% other disabilities.
- In relation to age, we can see that when compared to the Scottish population demographics, those aged 16 to 24 and 60+ are less likely to visit historic or archaeological sites than those in other age groups, whereas those aged 35-59 have a higher representation in visits compared to the population. From the UK & England POF, of the 24% of woodland visitors that stated they had visited a historic site 11.2% were 16-24, 17.6% were 25-34, 16.9% were 35-44, 20.6% were 45-54, 19.3% were 55-64, and 14.2% were 65+.

9. What gaps are there in the available evidence?

| | Describe the gaps and what you have done to fill them, or why you cannot fill them. |
|--------------------------------|--|
| Age | No additional info required |
| Disability | No additional info required |
| Gender | No additional info required |
| Gender Reassignment | No info available presently. However it unlikely that gender reassignment would have any significant impact on the ability of customers accessing the historic environment |
| Marriage and Civil Partnership | No impact on this group as there are no restrictions in relation to marriage/civil partnerships that would stop customers accessing the historic environment |
| Pregnancy and | No info available |

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| Maternity | |
| Race | No additional info required. |
| Religion and Belief | No info available presently, could consider contacting some faith groups for views. |
| Sexual Orientation | No info available |

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 | | | | Evidence tells us that those who are aged 16-24 and 65+ are less likely to visit and appreciate the historic environment |
| Disability | | | | Evidence tells us that those with visual and mental health disabilities were least likely to visit and appreciate the historic environment. |
| Gender | | | | There is little evidence to suggest any potential impact on gender from this policy, as of those that do visit the historic environment the gender balance is almost equal |
| Gender reassignment | | | | There is no evidence to suggest any potential impact on gender reassignment from this policy. However, if any issues are highlighted we will take steps to address them |
| Marriage and Civil Partnership | | | | There is no evidence to suggest any potential impact on marriage/civil partnership from this policy. However, if any issues are highlighted we will take steps to address them |
| Pregnancy and Maternity | | | | There is no evidence to suggest any potential impact on pregnancy and maternity from this policy. |
| Race | | | | Evidence tells us that those who regard their ethnic background as 'white English' are more likely to visit and appreciate the historic |

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|---------------------|--|--|--|--|
| | | | | environment |
| Religion and Belief | | | | There is no evidence to suggest any potential impact on religion/belief from this policy. However, if any issues are highlighted we will take steps to address them |
| Sexual Orientation | | | | There is no evidence to suggest any potential impact on sexual orientation from this policy. However, if any issues are highlighted we will take steps to address them |

11. What have you changed in the initiative to reduce or eliminate any negative impact?

In terms of the current FCS policy statement 'Scotland's Woodlands and the Historic Environment', no specific changes have been made as a result of this equality analysis. However, in light of the findings of this equality analysis and the issues it has raised – including the fact that all visitor numbers are reducing – these will be tabled for discussion with the Scottish Forestry Strategy (SFS) Implementation Plan Reference Group of all key historic environment stakeholders (the next meeting of this Group is scheduled for December 2015). From those discussions the Group will be encouraged to develop, support and finance specific initiatives to be included in the 2015-2018 SFS Implementation Plan. Further, discussions will also be held with that group looking forward to the review of the policy statement in 2016.

Of projects that demonstrate FCS commitment to the policy statement by delivering sustainable management that fosters the conservation of the historic environment on the public forest estate, several activities have been taking place that have provided better access for all, including those with mobility difficulties. For example:

- The 18th century Ironworks at Wilsontown, Scottish Lowlands (where recent WIAT funds have enabled the creation of a level path network suitable for all ages and abilities and a suite of new interpretative media);
- The Victorian landscape experience of Plodda Falls, Inverness Ross & Skye (where level access has been provided to reach the viewpoint over the Falls);
- The Picture this! exhibition, enabling public presentation and outreach via exhibition posters (used at conferences, visitor centres and public libraries [one set toured every library in the highlands] – see <http://scotland.forestry.gov.uk/managing/work-on-scotlands-national-forest-estate/conservation-and-environment/picture-this>) providing remote access to inaccessible sites and access to the archaeological work undertaken; and,
- Several deserted 18th century townships, all now with good quality access and interpretation provisions (such as Polmaddy, Galloway; Leitir Fura, Inverness Ross & Skye; Kilmory Oib, West Argyll; and Aoineadh Mor, Lochaber).

Included with these activities to identify and interpret features of the historic environment has been the creative use of data visualisation, photography and video capture to help the public better understand these findings.

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

Due to the location of some aspects of the historic environment it may not be possible to make them accessible to all, due to topography, health and safety, issues with altering protected

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| landscapes or buildings. | |
| 13. Does this initiative fulfil the General Equality Duty? | |
| | Comment |
| Eliminate unlawful discrimination, harassment and victimisation. | Yes, by contributing towards the Historic Environment Strategy for Scotland (HESS) and specifically Scottish Minister's aspirations that the historic environment is for all of Scotland's people. |
| Advance equality of opportunity. | Yes, as above and specifically to Scottish Minister's aspiration that we broaden access to the historic environment and break down intellectual, physical and economic barriers. |
| Foster good relations. | Yes, by clearly demonstrating to all communities of interest the forestry sector's commitment to the stewardship of the historic environment within forests and woodlands and their access by all. |
| 14. Describe the arrangements to measure and monitor the actual impact of this initiative on people from the protected characteristic groups. | |
| How will you measure the effects of the initiative? | By influencing the collection of relevant data, especially in the FC All Forests Visitor Monitoring survey and Public Opinion of Forestry in Scotland survey, but also the surveys carried out by other agencies (Scottish Historic Environment Audit and Scottish Recreation Survey, for example). The interpretation of that data can then be used to inform the SFS Reference Group for the historic environment and help direct us towards developing initiatives for furthering the Policy Statement under the SFS Implementation Plan. |
| What type of information is needed for monitoring and how often will it be analysed? | Besides monitoring specific initiatives under the SFS Implementation Plan, I am open to all communication and feedback on the Policy Statement. During the first 3 year period I received no adverse comments, but will continue to review on an annual basis. Surveys above to include specific questions on visiting and appreciating the historic environment, in line with survey cycles. |
| How will you engage stakeholders* in implementation, monitoring and review? | Through the aforementioned SFS Reference Group. Through appropriate diversity groups (in addition to aforementioned surveys). |
| Who will be responsible for the monitoring and review? | Myself, the initiative owner. |

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| 15. What is the review date for this Equality Analysis? | |
| Date of next review(s) | April 2018 |
| What could trigger an early revision? | Changes to the aforementioned SHEP and/or SFS and consequent redirection of effort on the historic environment by Scottish Ministers. |
| 16. Senior manager sign off | |
| 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. | |
| Name | Helen Sellars |
| Signature | H Sellars |
| Job Title | Head of Sustainable Forest Management |
| Date | 26/5/15 |