

Forestry Commission Equality Impact Assessment - Summary

Name of policy, function or service

Forestry Commission Wales (FCW) Corporate programme: *The promotion of timber and the development of the forest sector.*

Purpose and aim(s) of the policy, function or service

The promotion of timber and the development of the forest sector is one of the 10 corporate programmes which form the basis for *Our purpose and direction* FCW's corporate plan.

The FCW corporate plan sets out the activities that will be undertaken to contribute towards delivering the outcomes of *Woodlands for Wales* the Welsh Assembly Government's woodland strategy.

This corporate programme provides detail on the activities to be undertaken and the planned corporate direction for FCW staff so is primarily targeted at an internal audience.

Who will benefit mainly from this policy, function or service?

The audience for this corporate programme is primarily internal, especially unit managers who collectively generate the FCW business plan. However the outcomes of this programme will provide benefits to a wider range of stakeholders.

Beneficiaries will be:

- FCW staff through the clarification of activities and direction of the organisation. This will put into context their own roles and responsibilities in relation to delivering the outcomes of *Woodlands for Wales*.
- The forest business sector including processors, those involved in forest operations and end users. Through the development of the sector and increasing the amount of timber that is used.
- The people of Wales will benefit through the increased use of timber – an environmentally friendly renewable resource – reducing the need for 'high carbon' materials such as steel or concrete.
- Using more timber and increasing woodland management will have beneficial effects for all by addressing and reducing to impacts of climate change.
- Communities and individuals across Wales who will develop a greater understanding of the need for woodland management and the value of timber products that arise from this management.
- Woodland owners who will gain economic benefits from the products arising

from their woodlands.

- The people of Wales who will gain in many ways by increasing and improving woodland management.

Information and Data (evidence) used

Evidence is focussed on educational aspects of delivering information and raising awareness.

Evidence unless specified is from *Equality Issues in Wales, a research review 2009* ed. Victoria Winkleman. Published by the Equality and Human Rights Commission. This provides wide ranging evidence relating to diversity groups specifically in Wales.

AGE

Older people are less likely to engage in adult education and training than other groups however they are making up a growing proportion of learners in formal higher education.

- Wales mid year estimates 2007. (statswales.gov.uk), **Office of National Statistics**
- *A brief analysis of Demographic Equality Strands (2006)* **National Assembly for Wales**
- *A statistical focus on older people in Wales* Statistics for Wales, **Welsh Assembly Government 2008**
- *People Strategy (2007)* and *Diversity Strategy (2008)*. **Forestry Commission**
- *Equality and Diversity Statistics (2007)* **Forestry Commission**

DISABILITY

Inequalities are evident as disabled children have lower achievements than other children and are generally less likely to participate in post-16 learning than other people.

- *A statistical focus on older people in Wales* **Statistics for Wales, Welsh Assembly Government 2008**
- *Statistical focus on disability and long-term illness in Wales* **Welsh Assembly Government 2003**
- *People Strategy (2007)* and *Diversity Strategy (2008)*. **Forestry Commission**
- *Equality and Diversity Statistics (2007)* **Forestry Commission**

GENDER & GENDER IDENTITY

Gender

Boys have lower educational achievements and generally are less likely to participate in post 16 learning. A higher proportion of women than men are in full-time further and higher education.

- Census 2001 data **Office of National Statistics**
- Wales mid year estimates 2007. **Office of National Statistics**
- *People Strategy* (2007) and *Diversity Strategy* (2008). **Forestry Commission**
- Equality and Diversity Statistics (2007) **Forestry Commission**

Gender Identity

- *Engendered Penalties: Transgender and Transsexual People's Experiences of Inequality and Discrimination*. **Press for Change. 2007 The Equalities Review.**

RACE

There is wide variation (both positive and negative) in educational attainment among ethnic minorities when compared to the Welsh population as a whole. However generally ethnic minority groups have lower achievements than other children and are less likely to participate in post 16 learning.

- Census 2001 data **Office of National Statistics**
- The number of pupils in Welsh schools from ethnic minority backgrounds is rising. **Welsh Assembly Government (2007d) 'Schools in Wales: General Statistics 2007', Statistical Release, SDR 189/2007.**
- *Minority Ethnic Youth Forum Report* 2006. **Welsh Assembly Government**
- *People Strategy* (2007) and *Diversity Strategy* (2008). **Forestry Commission**
- Equality and Diversity Statistics (2007) **Forestry Commission**
- Race Equality and the Forestry Commission **Forest Research report (Edwards and Weldon) 2006**
- *Equality and Inclusion of Social Diversity* 2009 (Draft) **Forestry Commission**

RELIGION AND BELIEF

There is limited evidence related to religion and belief.

- *A brief analysis of Demographic Equality Strands* 2006. **Office of National Statistics 2001, National Assembly for Wales**
- *People Strategy* (2007) and *Diversity Strategy* (2008). **Forestry Commission**
- Equality and Diversity Statistics (2007) **Forestry Commission**

SEXUAL ORIENTATION

"Very little creditable data has been collected on sexual orientation. National surveys such as the Census of 2001 and the British National Survey of Sexual Attitudes and Lifestyles (NSSAL) do not ask a direct question on sexual orientation. Therefore, it is not possible to state with any confidence the size of the Lesbian, Gay and Bi-sexual (LGB) community in Wales. Estimates vary, Stonewall proposing a figure of around 10% but other studies proposing the figure is in the

region of 1 or 2%. No data has been analysed at a Wales level" **A brief analysis of Demographic Equality Strands (2006) National Assembly for Wales**

No evidence has become apparent that directly relates education among this group. Generally however *"The overall picture (in Wales) can be summarised as one of increasing inclusion of, and contribution made by, LGB people in Welsh society."* **Counted In! The third all Wales survey of lesbian, gay and bisexual people (2007)**

Summary of Impact

The impacts will be positive for all sections of communities in Wales.

However in delivering information and promoting the use of timber and woodland management may require positive specific action to included some disadvantaged groups.

The corporate programme *the promotion of timber and development of the forest sector* puts into context the roles, responsibilities and work programmes of FCW in delivering the some of the aims and objectives of the Wales Woodland Strategy.

Monitoring/Evaluation

This programme forms part of the FCW Corporate Plan *Our purpose and direction* which will be reviewed annually – the next revision being taking place 31 March 2011. At this review the equality impact of the corporate plan will be assessed and action taken as required. This will included the consideration of the 10 individual corporate programmes.

There are a number of performance measures identified relating to people which will monitor the level of public knowledge relating to woodlands and their products. This includes ; numbers involved in woodland based projects and number of educational visits. FCW will continue to fund public opinion and public access surveys related to forestry and the use of woodlands.

There is also a set of 9 Business Measures for FCW which monitor the efficiency and effectiveness of our organisation including an equality and diversity measure. This measure includes FC equality and diversity statistics which will be continually monitored.

Further Information

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