

Forestry Commission Equality Analysis Form

1. What is the name of your service?

Forestry Commission England (FCE) Spending Review 2011 (SR10) – Impact on the services provided by Forest Services.

2. What are the main aims and objectives of the service?

The objectives of SR10 for Forestry Commission England are to:

- Reduce the Grant in Aid on programme activities by 25% by 2014/15.
- Reduce the designated administrative activities¹ by 26% by 2014/15.
- Change **what** the Forestry Commission delivers and **how** it is delivered to reflect the Government's new policies and approach.

In addition, the proposed reforms are based on:

- the activities that should be done (and what to stop or modify) by 2014/15 in light of the Corporate Plan 2011-14;
- what structures and staff numbers are needed for these activities; and
- making sure that the scale of work could be delivered within a reduced budget.

This Equality Analysis (EqA) assesses only the impact on Forest Services service provision and the specific impacts on people from Protected Characteristic groups. It does not consider the impact on staff, which is covered by a separate EqA for the whole SR10 programme.

Forest Services is a new structure within Forestry Commission England proposed under SR10. It will comprise the current Policy and Programmes Group, Regions, and Grants and Regulations Teams.

Grants and Regulations,

The Grants and Regulations National Team have lead responsibility for the operation of forestry and woodland regulations, including the issue of Felling Licences, and the provision of grant support delivered through the England Woodland Grant Scheme (EWGS). The team support the Regions throughout England who deliver these functions.

Policy and Programmes Group (P&PG),

The Policy and Programmes Group is one of the main links between government departments, the Forestry Commission and many other organisations whose objectives are to support, sustain and/or use the woods, trees and forests of England. P&PG provides policy and specialist advice and support to government departments and their ministers and works closely with a wide range of other stakeholder organisations. It also plays a key role in raising the profile of the Forestry Commission within government to ensure that the value of trees,

¹ This includes the areas of Regions, Grants & Regulation and National Office functions
Forestry Commission England Impact Of 2011 Spending Review on Forest Services

woods, and forests in serving society is recognised. It has an important role in ensuring that the evidence is there to back the Forestry Commission's work. P&PG is the lead on key national scale initiatives for delivering policy, such as the Woodland Carbon Task Force and the Big Tree Plant. P&PG has been able to in the past, when resources have permitted, to stimulate and develop good practice in delivery, testing and piloting new ways of working.

The Regions.

The regional element of Forest Services is currently organised into 9 regions with boundaries reflecting the former English regions + Greater London. They carry out the Forestry Commission's regulatory and grant support functions and connect national priorities to the distinctive needs of each region. As such, the regions are involved in various people centred partnership projects at local and regional scale that reflect those led by P&PG at national scale. They also run an important element of our stakeholder engagement, Regional Advisory Committees (RACS).

3. Briefly describe the impact (or potential impact) on people

SR10, primarily driven by the Government's commitment to reduce the size and scope of the public sector and the need to reduce the financial deficit, will have an impact on the services that FC England's Forest Service deliver. The impact will be significant, however there is unlikely to be any major affect on people from protected groups as the majority of services are:

- statutory or required by Government, therefore the impact will be more about changing the way these services are delivered rather than removing or reducing services; and
- focussed on land management rather than direct services to people in general.

Below, we list the current services, the nature of the change under SR10, and whether they are likely to have a potential impact on people.

Service	Situation at 2010/11 baseline	Change proposed in SR10 by 14/15	Potential impact on people relevant to this EqA?
Forest Services	See below. Budget: £14.1M	See below Budget: £10.6M (25% cut)	Yes – see below
England Woodland Grant Scheme Rural Development Programme for England (RDPE) funded element.	Grants to woodland owners and managers for sustainable forest management, woodland improvement and woodland creation under RDPE. RDPE: £33M (not part of Forest Services overall budget).	No change in the current round which lasts to December 2013. The next round is subject to revisions at European Union level so changes are uncertain. Our SR10 assumption is for a similar level of funding. We are assuming that the mechanism for grants will merge with Environmental Stewardship but the details of this are currently unknown and any equality implications will need to be assessed in future iterations of	No – no change in the level, no known change in the nature of the service, not directly related to the general people. Focussed on delivery to landowners/managers, whose diversity is beyond our

		this EqA.	control
England Woodland Grant Scheme, non-RDPE	Grants for other elements of woodland management such as access and community involvement using non-RDPE money. Non-RDPE: £1.2M	Reduction in the non-RDPE budget. Most of this has little impact of relevance to EqA because most of the non-RDPE budget was for re-stocking which is now covered by RDPE. The two areas of support which are relevant to EqA are: Woodland Improvement Grant (WIG) Forest Schools (for two Regions): reduces from £126k in 10/11 to £0 in 13/14. Woodland Management for Access only: reduces from £231k in 10/11 to £219k in 13/14, assuming we close the scheme to new applicants. This relatively small impact is still smaller than it appears because of what we used to fund under non-RDPE Woodland Management Grant can now be funded under Woodland Management Grant (biodiversity) which is EU co-financed. Budget £300k in 13/14 (75% reduction).	Yes – WIG for Forest Schools, however this was in two Regions, and was project based
Engagement with stakeholders such as National Parks, local biodiversity partnerships and industry groups and support for forums to generate engagement.	Numerous national and sub-national processes, sub-national processes are organised into Regions. Approx 66 staff directly engaged in this (P&PG Policy and Programme Managers and Officers and Regional Directors or Development officers).	Little change in the national scale forums supported. Sub-national forums will be organised into fewer areas. We are likely to be engaged in fewer, higher level processes. Ways of engaging to change, e.g.: more use of web-communications, more use of other organisations to engage on our behalf. Changes to Regional Advisory Committees (RACs). Approx. 39 staff directly engaged, 40% reduction. But note Woodland Officers will be using a wider variety of tools including engaging more outside grants and regulations work.	Yes – reduction in level of service and changes to engaging with stakeholders, including changes to RACs.
Advice and guidance to landowners and managers.	46 Woodland Officers are employed to provide this advice.	48 Woodland Officers roles employed.	No – no reduction in service.
Policy advice to Government,	20 P&PG staff directly engaged in providing policy advice. 3	14 National Experts, with staff with responsibility for expertise in other areas distributed across	No – no reduction in service and not

Forestry Commission and other stakeholder organisations.	focussed on people issues.	Forest Services. 2 national experts focussed on people issues but with a further staff member focussed on green infrastructure and urban forestry related issues in local delivery teams.	directly related to the general public but focussed on national stakeholder engagement
Cash support for forestry related partnerships.	Funding available for partnership projects of relevance to EqA of £739k in 38 projects.	Funding available for partnership projects of relevance to EqA increases to £1.3M*, 170% increase. However, at May 2011 this is encompassed in just 6 projects, of which 3 are for expenditure that is not yet defined, accounting for £1.27M of the funding. Cash funding for some relevant projects will cease and the approach to funding for others will change. * Assumes The Big Tree Plant grant is £1M in 2014/15, cash-flow forecast is for £1.7M but this would artificially inflate the calculation so stick to £1M per year assumption.	Yes – service is increasing in cash-terms but change of approach may have impact - localism.
Regulating forestry	We regulate forestry via felling licences, Environmental Impact Assessment and setting and communicating standards contained in the UK Forestry Standard.	A slight increase in the number of woodland officers. Potentially significant reform of regulation arising from the Forest Regulation Task Force recommendations but such reforms are not a direct part of SR10. Assessment of any impact will be covered elsewhere.	No – no reduction in service and not directly related to people.

This EqA therefore assesses the potential impact of the following changes to the services relevant to equality and diversity provided by Forest Services, which are:

- Removal of Woodland Improvement Grant for Forest Schools (in two Regions).
- Reduction in level of direct engagement with stakeholders (mostly at the Regional level) and changes to approach to engaging with local stakeholders (localism agenda), including changes to RACs membership and terms of reference.
- Changes in approach to cash funding of partnership projects – more emphasis on Big Society approach.

4. What are the names and contact details of the initiative's owner and the person who completed the Equality Analysis?

Owner

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Forestry Commission
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5. Is this a new Equality Analysis, or a review of a previous Equality Analysis?

New.	New
3 year review.	
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?

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7. How will this initiative be put into practice?

The changes assessed in this EqA will be implemented as part of the Forestry Commission SR10 process, as set out in "Shaping the Future of Forestry Commission England, Forestry Commission Spending Review 2010 (SR10) Staff Consultation, February 2011". This sets out the proposed changes to our structures and ways of working. The final decisions and some areas subject to further work, based on the consultation response, equality analysis and further planning, will be presented on 23 May 2011.

The changes of relevance to this EqA will be put into practice under the following processes:

- **Removal of Woodland Improvement Grant (WIG) for Forest Schools:** via business as usual amendments to EWGS grant criteria, these changes are consulted on via the Applicants Focus Group.
- **Reduction in level of direct engagement with stakeholders and changes to approach to engaging with stakeholders, including changes to Regional Advisory Committees (RAC):** via the Forest Service transition plan. In particular, two workstreams in this plan "New ways of working" and "New working relationships". As at May 2011 these are being worked up by an Interim Transition Team using a staff network. Key features of the workstreams will be set out in the SR10 Implementation Plan to be made available alongside the final structures. The workstreams will follow the conclusions of this EqA and provide information to feedback into review of this EqA.

- **Changes in approach to cash funding of partnership projects:** decisions on these are being made using a set of criteria that flow from the overall policy context for EqA (see “Annex 1: Questions to structure decisions on the activities we undertake” below).

Work on all these changes is already in progress and is likely to be complete in 12/13. Final decisions on these changes are proposed to be made by a new Forest Services Board, working to the strategic direction set by the SR10 Programme Board for Forestry Commission England.

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

- **Removal of Woodland Improvement Grant (WIG) for Forest Schools.**

The relevant protected characteristics are age, gender and disability. There is evidence that Forest Schools can benefit young people, including those otherwise at risk of exclusion from school, challenge gender stereotypes related to working in the forestry sector and provide opportunities for disabled young people to access woodland in new ways.

The Forest School WIG operated as a pilot in two regions, West Midlands and East of England, with funding being directed at building capacity for the projects to run without further EWGS rather than acting as long-term core funding. The decision to cease WIGs supports the aims of the Big Society by reducing direct intervention by government, and resource constraints, budgetary and staffing, related to operating a bespoke scheme. The decision making process involved informal consultation with relevant stakeholders in the areas where the grants were operating. This included feedback from those involved. This suggested that the impact of ceasing the WIG would be low as the projects could continue to operate using resources from other means.

- **Reduction in level of direct engagement with stakeholders and changes to approach to engaging with stakeholders, including changes to RACs.**

Our current evidence (Public Opinion of Forestry Survey 2009; Forest Research work on social benefits of the Public Forest Estate 2009; “Perceptions, attitudes and preferences in forest and woodlands”, Forestry Commission technical paper; and work on indicators for quality of life benefits of woodland by Forest Research) suggests that the majority of people who engage in forestry are white, over 25 and are not disabled, although there is recognition of the benefits that participating in woodland activities can have, i.e. health benefits, social engagement, etc. However this research, and practical experience gathered from the work on the Public Forest Estate (PFE) and other countryside providers, has helped identify a range of barriers to participation and engagement which will help inform the design of any future interventions.

Although we are seeking to reduce the level of direct engagement with stakeholders, we will continue to explore and utilise better ways of reaching those people who will benefit most from interaction.

The potential direct impacts on such individuals arise from the following possible changes:

Locality and proximity of face to face interaction with our office based staff:

As well as reducing the overall staffing numbers, we will be rationalising the number of offices from which we operate to reduce costs. Past experience shows us that there is little demand for the general public to visit Forest Services offices. Where we have needed to, we have made arrangements to facilitate access, using different venues, more accessible and closer to public transport. Therefore withdrawing from some offices is unlikely to have a significant impact on people (the impact on our staff is assessed in another EqA)

The move to use more web based communication: In accordance with wider Government practice on e-communication, we are looking to improve our communication tools to assist more people to access our services, and while reducing resources. Evidence shows the internet can be effective in accessing certain hard to reach groups, especially those with mobility problems and young people. However, we also recognise that web-communications are currently less effective for some groups particularly disadvantaged people and older people (Manifesto for a Network Nation, 2010, <http://raceonline2012.org/manifesto/2>) and we will continue to consider how to improve our communication routeways within budget constraints to ensure we meet the needs of all stakeholders.

The move to using other organisations to communicate on our behalf: We will work in partnership with key stakeholders to deliver joint communications, which are beneficial to all organisations, for example in the East Midlands we have worked in partnership with the RSPB where they have communicated WIGs for Woodland Birds to a new type of woodland owner. Another example is The Big Tree Plant where we have used the DirectGov web-site to undertake our communications on the funding scheme. We will always ensure that any partnership works to agreed government communication standards, including accessibility.

Changes to Regional Advisory Committees: we currently service 9 Regional Advisory Committees (RACs). This is proposed to be reduced to 5 with each operating over a wider area using a slightly expanded membership and a revised remit to include advocacy and representation. This will allow us the opportunity to promote membership of these Committees to wider protected characteristic communities and encourage more people, both as individuals and stakeholders to consider joining. The revised remit would also help provide insight into local needs and priorities, and facilitate engagement with priority communities where more people having protected characteristics will benefit. The current terms of reference for the RACs require working knowledge of forestry and associated environmental issues (<http://www.forestry.gov.uk/forestry/infd-7vkdzk>). In a field where practitioners are predominantly white and male, opportunities to increase the diversity of the RACs could be limited. However, we will continue to follow Government guidance (Government Equalities Office) in relation to public appointments and civic participation. As part of this we will put in place annual reporting mechanisms to demonstrate how this will be achieved and the progress made. Note that these changes to RACs are subject to approval.

Cessation of other regional scale support structures and reduction in number of other sub-national forums supported:

As well as RACs, we currently support regional forestry framework forums (or equivalent) in some regions and other local forums, such as county woodland forums in some areas. It is expected that we will cease to support the regional scale forestry forums as part of the removal of the regional tier of government and withdraw from direct support of most other local forums. However, there are likely to be other processes for supporting local engagement arising from the Natural Environment White Paper. At present, the scale of change and therefore possible impact is too uncertain to assess. We will need to return to this as more information becomes available. Our new emphasis on localism means that we may strengthen the relationship with local authorities, hence utilising their expertise and contacts with key groups.

- **Changes in approach to cash funding of partnership projects:**

We are proposing the changes to our partnership funding between 10/11 baseline and 14/15 shown in the table below. Decisions about the prioritisation proposals are based on the questions in Annex 1 and have been signed off by the Forest Services SR10 Board. Each decision involves local informal consultation. Overall, there is an increase in the amount of funding available but a decrease in the total number and specificity of projects.

Table to show proposed changes to our partnership funding.

Scale	Project supported in 2010/11	Change proposed during SR10
National	Forest Education Initiative	End of direct support from a Forest Education Initiative Project Officer post, increase in cash-funding. (see below for further detail)
National	Visit Woods - support for a web-facility to encourage woodland access	No change
National	Volunteering - project to develop volunteering on the public forest estate	Project finishes, no further support.
National	RNIB - Branching Out	Project finishes, no further support.
National	Indicators - Quality of Life - Forest Research	Project finishes, support transferred to general indicator framework.
National	Indicators - Quality of Place - Woodland Trust	No change, needed for indicator framework.
National	The Big Tree Plant funding scheme - grants to local groups to plant trees	0 in 10/11, increase to £1M per year.
National	Indicators - measuring progress towards key priorities	New indicator framework in place, includes several people related ones.
National	Funding a Public Opinion of Forestry Survey	Retain but decrease frequency from 2 to 3 years to reduce costs
National	Ensuring that enabling frameworks are accessible to people who need to work with them	New unspecified fund to respond to emerging needs due to changing ways of working

East of England	Green Arc	Cease by 14/15 or use the "localism" budget.
East of England	Forest School Green Light Trust	Cease by 14/15 or use the "localism" budget.
East Midlands	National Forest Company	Cease by 14/15 or use the "localism" budget.
East Midlands	Greenwood Community Forest	Cease by 14/15 or use the "localism" budget.
East Midlands	Green Infrastructure (3 Cities	Cease by 14/15 or use the "localism" budget.
London	Trees and Woodland Spatial Framework	Cease by 14/15 or use the "localism" budget.
London	London Block Grant	Cease by 14/15 or use the "localism" budget.
London	Capital Woodlands Project 2	Cease by 14/15 or use the "localism" budget.
London	Advocacy and Seminars	Cease by 14/15 or use the "localism" budget.
London	London Tree and Woodland Awards	Cease by 14/15 or use the "localism" budget.
North East	Northwoods	Cease by 14/15 or use the "localism" budget.
North East	Green Infrastructure Growth Points (Groundwork)	Cease by 14/15 or use the "localism" budget.
North East	Regional Forestry Strategy Refresh	Cease.
North West	Mersey Belt	Cease by 14/15 or use the "localism" budget.
North West	Newlands	Cease by 14/15 or use the "localism" budget.
North West	Lake District World Heritage	Cease by 14/15 or use the "localism" budget.
North West	Regional Forestry Framework Delivery	Cease.
South East	SEEda Regional Forestry Framework support	Cease
South West	Green Infrastructure	Cease by 14/15 or use the "localism" budget.
South West	Green Infrastructure (other)	Cease by 14/15 or use the "localism" budget.
West Midlands	Regional Forestry Framework Action Plan Manager	Cease
West Midlands	Brownfield to Greenspace	Cease by 14/15 or use the "localism" budget.
West Midlands	National Forest	Cease by 14/15 or use the "localism" budget.
West Midlands	Stoke Greenspace project	Cease by 14/15 or use the "localism" budget.
West Midlands	SWA Social Forestry	Cease by 14/15 or use the "localism" budget.
Yorkshire and the Humber	Yorwoods	Cease by 14/15 or use the "localism" budget.
Yorkshire and the Humber	Kirkless MDC (White Rose FD)	Cease by 14/15 or use the "localism" budget.

Yorkshire and the Humber	S Yorks Forest Partnership	Cease by 14/15 or use the "localism" budget.
Yorkshire and the Humber	Heywoods	Cease by 14/15 or use the "localism" budget.
Regional	Localism: promoting local engagement and other locally driven projects	£250k per year budget currently unspecified

Potential risks to people from the Protected Characteristic Groups we currently or potentially deliver to are likely to come from:

- Reduced capacity, and less policy emphasis on direct support and delivery of the full range of people focussed initiatives, e.g. less emphasis on direct support for health, education, and inclusion of disabled people. There will be more emphasis on empowering communities to take local action via, as yet, unspecified funding from the "localism" scheme.
- Changes (proposed reductions) to the funding we currently provide that help civil society organisations to keep running their day to day business. We will support core-funding relationships only in exceptional circumstances, putting most of those currently in receipt of funding on a gradually tapering basis of annual funding to allow the organisations time and capacity to find other means of support. In most cases, our 10/11 baseline projects were for specific actions that are now complete or were for relatively small sums of money compared to the overall turnover of the organisations so there is likely to be little impact. On a national scale, the key change is in our support for the Forest Education Initiative (FEI) where we are proposing ceasing to employ a full-time FEI Co-ordinator but transferring more of this resource into cash funding, albeit on an annually decreasing basis. We are informally consulting the FEI network on how best to implement this proposal. On a regional scale ceasing funding for initiatives such as Yorwoods, Heywoods, South Yorks Partnership, Northwoods, and Newlands will make continued operation of these organisations more difficult. However, initial indications are that most will carry on using alternative resources or other ways of delivering that require less cash from us. We will continue to monitor and report back to the FS Board on the impact of this approach.

An example here is ceasing to provide a small grant of £500 to support the running of the Countryside Access for All Forum. Other funders are likely to do the same so the current operation of the Forum will need to cease or dramatically reduce. Discussions have been taking place by the Forum to ensure that the network of organisations are still able to share good practice and we will continue to maintain the relationships we have established with the various disability organisations under this umbrella group (RNIB, RNID, Radar, Fieldfare Trust, Disabled Ramblers).

- **Failure to adequately consider equality when making decisions about new projects funded via the unspecified projects:** the localism and enabling projects proposed for 14/15 will be allocated to, as yet, unspecified projects as the reforms progress as part of standard business planning again using "Questions to structure decisions on the activities we undertake" (or whatever this evolves into) as our framework for decision making. Annual Business Plans will be subject to EqA, signed off by the Forest Service Board. Further developing the evidence

The Big Tree Plant funding scheme is a major new project that could potentially promote benefits for people with protected characteristics. The Big Tree Plant is part of a partnership led by Defra, and they have completed a separate EqA for the overall scheme. The scheme is open to all community groups at a local level and is targeted at disadvantaged areas.

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.
<p>Age</p>	<p>Impact of more web-based communication on older people. Evidence differs in whether this will have a positive or negative impact. We will seek the guidance of the national age related stakeholder representatives, as to the approach we follow in this area.</p> <p>Impact of FEI changes to children and young adults. Very little baseline data from direct beneficiaries is available, as FEI not sought to capture this data previously. As one of the FEI partners, FC will encourage any future activity to collect better data and encourage more regular reporting on the beneficiaries of the cluster activity.</p> <p>We have the baseline representation of the current RAC membership and so will be able to monitor the change of membership of people with protected characteristics. However, technical prerequisites for membership, in relation to forestry, exist and may constrain the potential pool of members due to wider issues regarding the sector's diversity profile.</p> <p>As a new project we do not yet know the extent to which groups in receipt of new funding streams such as The Big Tree Plant represent people with protected characteristics. This will be monitored and reported on as part of The Big Tree Plant funding scheme work.</p>
<p>Disability</p>	<p>Impact of more web-based communication on people with disabilities.</p> <p>We have the baseline representation of the current RAC membership and so will be able to monitor the change of membership of people with protected characteristics. However, technical prerequisites for membership, in relation to forestry, exist and may constrain the potential pool of members due to wider issues regarding the sector's diversity profile.</p> <p>As a new project we do not yet know the extent to which groups in receipt of new funding streams such as The Big Tree Plant represent people with protected characteristics. This will be monitored and reported on as part of the Big Tree project.</p>

<p>Gender</p>	<p>We have the baseline representation of the current RAC membership and so will be able to monitor the change of membership of people with protected characteristics. However, technical prerequisites for membership, in relation to forestry, exist and may constrain the potential pool of members due to wider issues regarding the sector's diversity profile.</p> <p>As a new project we do not yet know the extent to which groups in receipt of new funding streams such as The Big Tree Plant represent people with protected characteristics. This will be monitored and reported on as part of The Big Tree Plant funding scheme work.</p>
<p>Gender Reassignment</p>	<p>Very little evidence exists to demonstrate impact of our services and therefore any changes on this Group will be difficult to monitor. In seeking to ensure the main characteristics of age, gender, disability, race and ethnicity are monitored and reported, we will seek to address any impacts from these wider Groups.</p>
<p>Marriage and Civil Partnership</p>	<p>Very little evidence exists to demonstrate impact of our services and therefore any changes on this Group will be difficult to monitor. In seeking to ensure the main characteristics of age, gender, disability, race and ethnicity are monitored and reported, we will seek to address any impacts from these wider Groups.</p>
<p>Pregnancy and Maternity</p>	<p>Very little evidence exists to demonstrate impact of our services and therefore any changes on this Group will be difficult to monitor. In seeking to ensure the main characteristics of age, gender, disability, race and ethnicity are monitored and reported, we will seek to address any impacts from these wider Groups.</p>
<p>Race</p>	<p>We have the baseline representation of the current RAC membership and so will be able to monitor the change of membership of people with protected characteristics. However, technical prerequisites for membership, in relation to forestry, exist and may constrain the potential pool of members due to wider issues regarding the sector's diversity profile.</p> <p>As a new project we do not yet know the extent to which groups in receipt of new funding streams such as The Big Tree Plant represent people with protected characteristics. This will be monitored and reported on as part of The Big Tree Plant funding scheme work.</p>
<p>Religion and Belief</p>	<p>We have the baseline representation of the current RAC membership and so will be able to monitor the change of membership of people with protected characteristics. However, technical prerequisites for membership, in relation to forestry, exist and may constrain the potential pool of members due to wider issues regarding the sector's diversity profile.</p> <p>As a new project we do not yet know the extent to which groups in receipt of new funding streams such as The Big Tree Plant represent</p>

	people with protected characteristics. This will be monitored and reported on as part of The Big Tree Plant funding scheme work.
Sexual Orientation	Very little evidence exists to demonstrate impact of our services and therefore any changes on this Group will be difficult to monitor. In seeking to ensure the main characteristics of age, gender, disability, race and ethnicity are monitored and reported, we will seek to address any impacts from these wider Groups.

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	x	X	Low	Evidence unclear on whether move to more e-communication will be positive or negative.
Disability	x	X	Low	Current RAC membership does not reflect the disabled community
Gender	x	X	Low	Current RAC membership does have good gender diversification
Gender reassignment	x		Low	Unknown
Marriage and Civil Partnership	x		Low	Unknown
Pregnancy and Maternity	x		Low	Unknown
Race	x	X	Low	Current RAC membership does not reflect racial diversity
Religion and Belief	x		Low	Unknown
Sexual Orientation	x		Low	Unknown

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

Compared to initial proposals or options considered and discarded we have:

- Retained national expertise on issues related to inclusion of people with protected characteristics, such as greeninfrastructure and community involvement.
- Increased cash funding for localism, making enabling frameworks accessible, and The Big Tree Plant.
- Increased resources for implementation including workstreams on staff skills (including equality and diversity understanding), new ways of working, and

- Retained staff capacity for local engagement with teams of woodland officers, field managers, and local experts organised in area based teams.
- Increased staff capacity in field staff.
- Increased cash funding proposed for FEI.
- Renewed commitment to follow government guidance in relation to recruitment of RAC members.

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

We have to reduce our overall resource budget and staff complement by the targets required. The coalition government's over-arching policy context also requires us to reduce the scale of central government direct intervention.

13. Does this initiative fulfil the General Equality Duty?

	Comment
Eliminate unlawful discrimination, harassment and victimisation.	<p>There is no evidence of potential unlawful discrimination, harassment or victimisation.</p> <p>When facilitating groups to communicate on our behalf we will ensure they have equality and diversity policies that prevent unlawful impacts.</p> <p>We will refresh the equality and diversity skills of our staff as part of the SR10 implementation planning.</p>
Advance equality of opportunity.	<p>We have increased cash funding available to all groups via The Big Tree Plant funding scheme.</p> <p>We will apply guidance on equality of opportunity when reappointing RAC members and monitor changes in the composition of RACs in respect of people with protected characteristics.</p> <p>We will need to assess evidence and best practice on increased web-communications.</p> <p>We will refresh the equality and diversity skills of our staff as part of the SR10 implementation planning.</p>
Foster good relations.	<p>We will continue to support national and local processes that foster good relations, such as FEI and other partnerships.</p> <p>We will refresh the equality and diversity skills of our staff as part of the SR10 implementation planning.</p>

14. Describe the arrangements to measure and monitor the actual impact of this initiative on people from the protected characteristic groups.

<p>How will you measure the effects of the initiative?</p>	<p>The effects of SR10 as a whole will be monitored by progress towards our financial and headcount reduction targets and achieving milestones along the implementation plan.</p> <p>We will understand any impacts on key stakeholders from the protected characteristics and groups through continued national and local liaison and relationship management. We will report to the Forest Services Board on a biannual basis (first report due May 2013).</p> <p>Feedback from refresher equality and diversity training.</p>
<p>What type of information is needed for monitoring and how often will it be analysed?</p>	<p>As a national partner to FEI we will encourage FEI to monitor the effects of any changes in its delivery, through its annual reporting to the national partnership, especially in relation to delivery with target groups and areas.</p> <p>We will report to Forest Services Board on the cash partnerships in progress and the target beneficiaries and include equality reporting requirements within any partnership contracts.</p> <p>We will continue to use the Public Opinion of Forestry Survey – as the only national data source to demonstrate any trends in engagement in local woodland, which will allow us to monitor changes/impacts to the protected characteristics of age, gender, disability and ethnicity.</p> <p>Presence of people with protected characteristics (age, gender, ethnicity, disability) in RAC membership.</p> <p>Retain knowledge on use in England of web based communication and awareness of those it is less likely to reach – adjust communications methods appropriately.</p> <p>Impact on Regional scale funding withdrawal (see Section 8).</p> <p>Collect data on grant allocation by The Big Tree Plant funding scheme to establish if the groups receiving the grant fairly represent the diversity of England.</p>
<p>How will you engage stakeholders* in implementation,</p>	<p>We will use a variety of local and national forums in implementation, monitoring and review as part of our</p>

monitoring and review?	normal business practice. A key part of this will be through the Regional Advisory Committees.
Who will be responsible for the monitoring and review?	Forest Services Board
15. What is the review date for this Equality Analysis?	
Date of next review(s)	May 2013 – fits the date of review of the “new ways of working” workstream.
What could trigger an early revision?	<p>Rejection of our proposed changes by the SR10 Programme Board in May 2011.</p> <p>If during the process of detailed implementation it becomes apparent that the reforms are not feasible and need radical change, or key stakeholders face unsustainable major impacts from the changes.</p> <p>Significant changes in the forestry policy context arising from the recommendations of the Independent Panel on Forestry, due to report in early 2012.</p>
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	Richard Britton, Dominic Driver, Andrew Smith
Signature	Signed off at Forest Services SR10 Programme Board meeting 24 May 2011
Job Title	Representatives of Forest Services SR10 Programmes Board²
Date	24 May 2011

² Laura Jones, Head of Policy and Programmes not available at time of writing due to absence, Forest Services SR10 Programme Board agreed as appropriate sign off instead.

Questions to structure decisions on the activities we undertake.

(Ref Section 8, Changes in approach to cash funding of partnership projects.)

The more the answer to these questions is yes, the more likely the activity is to be a priority.

1. Is the activity deliverable with our reduced resources, e.g.: does it replace other activity which we can stop, can it be done with fewer resources, and will it save us resources?
2. Is the activity necessary to enable the FC to fulfil its broad priority functions: protection, improvement, and expansion?
3. Is the activity necessary to allow FC to deliver via the new approaches implied by the Government's priorities:
 - a. empowering and enabling people to engage with trees, woods and forests, so that they can determine the benefits that they wish to see delivered;
 - b. promoting a competitive, thriving and resilient forestry sector alongside a wide range of private sector business partners;
 - c. more local decision making and decision making by business, civil society and landowners;
 - d. setting a broad direction of travel and clear principles for prioritisation;
 - e. less detailed intervention to generate benefits defined in detail by central Government; and
 - f. intervening temporarily then withdrawing leaving a beneficial legacy behind that carries on without increased public resources.
4. Does the activity enable the FC's intervention to be fair and equitable in terms of who can get involved and who benefits – enabling those with greatest need to benefit?
5. Does the activity enable FC's intervention to be focussed on areas of greatest impact in terms of delivering the outcomes we want?
6. Does the activity enable the FC's intervention to further integrate forestry with other land-uses, the wider economy, and cover more of the woodland resource?