

Partial Equality Impact Assessment (including Fairer Scotland Duty assessment)

A Consultation document

September 2018



Scottish Government
Riaghaltas na h-Alba
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Section 1: Details of the policy/practice/project

Department/Team responsible:	Forestry Commission Scotland / Forestry Strategy Team		
Name of Policy, Practice or Project being assessed:	Scotland's Forestry Strategy		
Purpose and anticipated outcomes:	<p>Purpose:</p> <ul style="list-style-type: none"> a) Promote the internationally recognised principles of Sustainable Forest Management. b) Provide a 50 year vision and priorities to 2029. c) Support the delivery of the Scottish Government's purpose and national outcomes. d) Outline priorities for action by the public and private sectors, in both rural and urban areas. e) Support the sustainable management, expansion and protection of Scotland's forests and woodlands. f) Meet the requirements of the Forestry and Land Management (Scotland) Act (FLM(S)A) 2018. 		
Is this a new or existing policy, practice or project?	New	√	Existing
List of participants in Equality Impact Assessment Process:	<p>Amy Noble Amy Nicolson Bob Frost</p>		
Date assessment started:	02/07/2018	Completion Date:	Draft EQIA completed 12/09/2018
Please indicate who is likely to be affected: For example: Employees, visitors, contractors, women, men, young people, older people, people with disabilities etc.	<p>The entire forestry sector, rural land management businesses and landowners, as well as wider society in general, particularly in rural areas but also in urban. There will be specific policies targeted at benefitting children and young people.</p>		

Section 2: Collecting information

What evidence is available about the needs of relevant groups? Please consider demographic data, including census information, research, consultation and survey reports, feedback and complaints, case law, others knowledge and experience. Please refer to the list of evidence on the EqIA page of the [intranet](#).

Details	Source of Evidence
<p>Demographic information on the population of Scotland:</p> <p><u>General population</u> Median age: 42 female, 40 male Long term health problem or disability: 20% Married or in a Civil Partnership: 45.4% Race: BME 4% Sex: 51.5% female, 48.5% male</p> <p><u>Working age population</u> Median age: 45-49 Long term health problem or disability: 15% Married or in a Civil Partnership: 37% Race: BME 5.8% Sex: 49.6% female, 50.4% male</p>	<p>Census Scotland 2011 Results</p>
<p>Information on the workforce profile of Forest Enterprise Scotland & Forestry Commission Scotland:</p> <ul style="list-style-type: none"> • Total number of staff: 1069 • Age: 29% aged 39 and under, 71 % aged 40 and over • Disability: 3% have one or more disabilities, 90% not disabled, 7% have not disclosed • Race: <1% are of BAME ethnicity, 89.1% are White, 1.3% prefer not to say. • Sex: 32% female, 68% male. 	<p>Internal HR/MI reports as at 30th June 2018.</p>
<p>Wider forestry sector workforce profile:</p> <p>Scotland forestry workforce profile:</p> <ul style="list-style-type: none"> • Total number FTE employed in forestry in Scotland - >25,000 FTE: 19,555 in forestry and timber processing, and 6,312 in forest recreation and tourism • Age: One study found that the majority of forest, timber and timber plant operatives, as well as timber and timber processing machine engineers were 35 years or over (although it was based on a small sample size). • Skills and training: Numbers of higher education students within Scottish FE-HE institutions are increasing but in forestry and timber technologies (FTT) related subjects they are falling. The numbers of students enrolling into FTT courses has decreased markedly since the 1970s and 1980s (200-500 students) compared with current numbers fluctuating between 100-150. <p>UK forestry workforce profile:</p> <p>One 2011 study reported the following:</p> <ul style="list-style-type: none"> • Gender: Male 93%, female 7% 	<p>Forestry Commission 2015 Report</p> <p>The Scottish Trees and Timber Sector Labour Supply and Future Demand (2017)</p> <p>Scottish Forest and Timber Technologies sector: Skills and training scoping study 2015</p> <p>Lantra 2010-11 factsheet</p>

- Age: 43% are aged 34 and under, 57% are aged 35 and over
 - Ethnicity: White 98%, Non-white 2%
- It is not clear how statistically robust this data is.
- Age: For forestry and its sub-sectors, 57% are aged 34 or under, 43% are aged 35 or over.

[Confederation of Timber Industries 2016 report](#)

From your research above have you identified any gaps in evidence? If so what are the gaps?

FES & FCS does not currently collate or analyse information on some of the protected characteristics of its employees. These include gender reassignment, marriage/civil partnership, pregnancy/maternity, religion/belief or sexual orientation. Some information is collated anonymously via the biennial staff survey as indicated above. As such we are unable to ascertain any impacts on staff due to these protected characteristics.

There is a lack of detailed or robust demographic data available on the forestry sector in Scotland and we therefore know very little about the profile of the workforce in terms of protected characteristics. As such we are only able to assess any impacts on the workforce in relation to gender, ethnicity and age, and even here, only on a tenuous basis.

As appropriate please describe the consultation/engagement undertaken including details of the groups involved and the methods used.

This partial EQIA has been based on an assessment of evidence and the experience and expertise of the FCS/FES Equality & Diversity Manager and the Forestry Strategy Team.

Are there any other groups to be consulted?

In order to elicit wider views on the potential impact of the draft strategy on equality, we have included a specific question relating to this partial EQIA in the consultation document:

Q10. Would you add or change anything in the Equality Impact Assessment (which includes our assessment of the potential impact of the strategy on inequalities caused by socioeconomic disadvantage – Fairer Scotland Duty)?

The responses we receive to this question will help to inform the content of the final strategy, as well as the final EQIA.

During the formal consultation period we also intend to consult with a range of groups directly regarding the strategy and equality/inequality, including:

- Requesting specific comment on the draft strategy from the FES/FCS Equality & Diversity Internal Steering Group.
- Holding a consultation meeting with staff from across FES/FCS who share protected characteristics.
- Approaching E&D Managers from SEPA, HSE, SNH for specific comment on the draft strategy.
- Consulting with a broad range of stakeholders (potentially including, but not limited to those with protected characteristics) through meetings and workshops focused on the draft strategy.

Section 3: Impacts

Has the research and consultation identified any potential for impacts on the following groups:

Protected Characteristic (we have included “socio-economic disadvantage”, as per the Fairer Scotland Duty, although it is not formally recognised as a “protected characteristic”)	Yes	No	Please explain
Age (e.g. older people, children and young people)		✓	It is not considered that the strategy itself will directly impact on individuals with protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. These future implementation mechanisms should be subject to separate equality impact assessments.
Disability		✓	It is not considered that the strategy itself will directly impact on individuals with protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. These future implementation mechanisms should be subject to separate equality impact assessments.
Gender Reassignment (Where a person is living as the opposite gender to their birth)		✓	It is not considered that the strategy itself will directly impact on individuals with protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. These future implementation mechanisms should be subject to separate equality impact assessments.
Pregnancy and Maternity		✓	It is not considered that the strategy itself will directly impact on individuals with protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. These future implementation mechanisms should be subject to separate equality impact assessments.
Race, ethnicity, colour, nationality or national origins (including gypsies or travellers, refugees or asylum seekers)		✓	It is not considered that the strategy itself will directly impact on individuals with protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. These future implementation mechanisms should be subject to separate equality impact assessments.
Religion or belief (including non-belief)		✓	It is not considered that the strategy itself will directly impact on individuals with protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. These future implementation mechanisms should be subject to

Protected Characteristic (we have included “socio-economic disadvantage”, as per the Fairer Scotland Duty, although it is not formally recognised as a “protected characteristic”)	Yes	No	Please explain
			separate equality impact assessments.
Sex/Gender		✓	It is not considered that the strategy itself will directly impact on individuals with protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. These future implementation mechanisms should be subject to separate equality impact assessments.
Marriage and civil partnership		✓	It is not considered that the strategy itself will directly impact on individuals with protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. These future implementation mechanisms should be subject to separate equality impact assessments.
Sexual Orientation		✓	It is not considered that the strategy itself will directly impact on individuals with protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. These future implementation mechanisms should be subject to separate equality impact assessments.
Fairer Scotland Duty: Socioeconomic disadvantage		✓	It is not considered that the strategy itself will directly impact on individuals experiencing inequalities due to socioeconomic disadvantage. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on these individuals. These future implementation mechanisms should be subject to separate impact assessments.

Is there any evidence that the policy may:

	Yes	No	No Evidence
Result in less favourable treatment for particular groups?			✓
Give rise to direct or indirect discrimination?			✓
Give rise to unlawful harassment or victimisation?			✓

If yes to any of the above, please give details:

How will the policy, practice or project be modified to mitigate this less favourable treatment?

Following the period of consultation, if any negative impacts are highlighted or raised, we will review this assessment which could result in changes/modifications to the strategy in order to mitigate for this.

Section 4: Meeting our General Equality Duty

You must complete the following sections:

Which aspects of the policy, practice or project seek to eliminate unlawful discrimination, harassment and victimisation?

The Scottish Government has a zero tolerance approach to discrimination, harassment or victimisation and therefore, while the Forestry Strategy does not explicitly seek to eliminate unlawful discrimination, harassment or victimisation, we will ensure that any plans, policies or projects that fall from it will seek to eliminate unlawful behaviour, where appropriate.

Which aspects of the policy, practice or project seek to advance equality of opportunity between people which share a relevant protected characteristic and those who do not?

The development of the Forestry Strategy offers new opportunities to advance equality of opportunity and reduce inequalities between and within our communities across Scotland. It is not the sole purpose of the Forestry Strategy to advance equality of opportunity and it is a high-level document. However, in light of the evidence relating to lack of diversity within the forestry sector and engagement with under-represented groups across our communities, it is appropriate that steps are taken to ensure that equality of opportunity is assessed during planning, implementation and monitoring of the strategy moving forwards. As such, where they relate to people, including the forestry sector workforce, visitors/users and partners/stakeholders, the plans, policies and projects that are developed to implement the strategy will need to be equality impact assessed.

Fairer Scotland Duty: Which aspects of the policy, practice or project seek to advance equality of opportunity between people who are socioeconomically disadvantaged and those who are not?

The development of the Forestry Strategy offers new opportunities to advance equality of opportunity and reduce inequalities across Scotland. One of its primary objectives is to deliver sustainable and inclusive economic growth, and it also includes reference to the opportunities for supporting the provision of affordable housing, fair work and quality jobs, as well as using forests to help reduce health inequalities, and promote social inclusion.

It is not the sole purpose of the Forestry Strategy to advance equality of opportunity and it is a high-level document. However, it is appropriate that steps are taken to ensure that equality of opportunity is assessed during planning, implementation and monitoring of the strategy moving forwards. As such, where they relate to people, including the forestry sector workforce, visitors/users and partners/stakeholders, the plans, policies and projects that are developed to implement the strategy will need to be impact assessed.

Which aspects of the policy, practice or project seek to foster good relations between people who share a protected characteristic and those who do not?

The Forestry Strategy does not explicitly seek to foster good relations between people who share a protected characteristic and those who do not. However, the plans, policies or projects that fall out of the Forestry Strategy will seek to foster good relationships.

Section 5: Outcome of assessment

Please detail the outcome of the assessment:

No major change	
Adjust the policy	
Continue the policy	✓
Stop and remove the policy	

Please detail recommendations, including any action required to address any negative impacts identified:

The strategy is a high level document and is not anticipated to directly impact on equality. Following the period of consultation, if any negative impacts are highlighted or raised, we will review this assessment which could result in changes/modifications to the strategy in order to mitigate for this.

Section 6: Monitoring

Describe how you will monitor the impact of this policy, practice or project e.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure achievement of outcomes:

The draft strategy for consultation includes a number of possible progress indicators. The following related questions will be asked in the consultation:

Q7. Do you think the proposed progress indicators are the right ones? Please explain your answer.

Q8. Do you have any suggestions for other indicators we could use to measure progress (especially ones which draw on existing data)?

Q9. For any indicators suggested in answer to question Q8, please explain why you think they would be appropriate.

We will review this partial EQIA once the consultation process is complete, and again when the final strategy is published, along with its progress indicators.

Scottish Ministers are required to keep this strategy under review. This will include 3-yearly reports that we will lay before Scottish Parliament. In line with this, the EQIA will be reviewed every 3 years.

When and how is the policy, practice or project due to be reviewed?

Scottish Ministers are required to keep this strategy under review and begin the process of revising the strategy no later than 9 years after its publication.

Section 7: Sign-off

Date sent to Equality & Diversity or Diversity & Inclusion Manager:	12/9/2018
Comments	No additional comment as the Equality & Diversity manager has been directly involved in the assessment to date and will be involved in any amendments that are made once the consultation has concluded.
Date signed off	12/09/2018

Please insert name and title of the Senior Manager who has signed off this Equality Impact Assessment:

Name	Jo O'Hara 
Title	Head of Forestry Commission Scotland
Date approved	13/09/2018



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This publication is available at www.gov.scot

Any enquiries regarding this publication should be sent to us at
The Scottish Government
St Andrew's House
Edinburgh
EH1 3DG

ISBN: 978-1-78781-227-7 (web only)

Published by The Scottish Government, September 2018

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA
PPDAS469806 (09/18)

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