

**Equality Impact Assessment
(including Fairer Scotland Duty
assessment)**

Scotland's Forestry Strategy 2019-2029

February 2019



Scottish Government
Riaghaltas na h-Alba
gov.scot

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:	29/01/2019
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.

Details	Source of Evidence
<p>Demographic information on the population of Scotland:</p> <p><u>General population</u> Median age:42 years 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 Staff numbers- 1069 • Age -30.1% of employees are aged 39 and under, 69.9 % are aged 40 and over • Disability -3% have one or more disabilities, 90% are not disabled, 7% have not disclosed • Race – <1% are of BAME ethnicity, 90.1% are White, 1.2% prefer not to say. • Sex - 33% are female, 67% are male. 	<p>Internal HR/MI reports as at 31st December 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 (2011) Trees and Timber 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 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?

Extensive consultation to develop the strategy has taken place.

During the development of the draft strategy for consultation, a number of structured discussions took place with a range of stakeholders and a stakeholder Reference Group was formed to feed into the development of the Strategy, increase the effectiveness of the formal consultation process by supplementing and facilitating wider consultation and liaison activity associated with the strategy, and provide views on the developing themes, and insight into the reactions of others.

In parallel with the statutory consultation process (outlined below), on Scottish Government's behalf, Young Scot hosted an online survey on their Young Scot Rewards platform to help better understand young people's awareness of, and perspectives on forestry, as well as its benefits. 189 respondents from across Scotland took part in the survey, with ages ranging from 11 to 25.

A 10 week public consultation on the draft strategy was held between 20th September 2018 and 29th November 2018, to allow stakeholders to provide their views and feedback on a draft strategy and draft impacts assessments. In order to elicit views specifically on the potential impact of the draft strategy on equality, we included a specific question relating to the associated draft/partial EQIA:

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)?

Around 350 stakeholders were notified of the consultation via email, there was also a Ministerial announcement and press release, and the consultation was promoted online via Twitter etc. During the consultation period, officials arranged or participated in 18 meetings, workshops and events across Scotland, engaging with over 250 people, representing more than 120 organisations.

There were 442 responses to the consultation, 77% of which were from individuals and the remaining 23% of which were from organisations. Almost half of these responses were identical as part of a campaign response on a specific issue.

66 (15%) respondents answered the question on the EQIA (excluding responses to the effect of “no comment”). 26 respondents, or 39% of those that gave a relevant response to the question, stated that they were content with the partial EQIA as it stood, or that they felt that it did not require any changes or additions. The remaining responses expressed mixed views on the EQIA and a wide range of requests for change.

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?

While no evidence of less favourable treatment for, or negative impacts on particular groups was identified, one issue that was raised by respondents regarded a perception that the draft strategy had not sufficiently considered the current diversity issues within the forestry sector or how it could help to improve diversity amongst forest and woodland users. We have therefore strengthened our commitment to addressing this within the strategy, in particular by including actions within our priority areas which focus on enhancing the diversity of both the workforce as well as forest and woodland users.

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 SG 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?

While the Forestry Strategy offers opportunities to advance equality of opportunity and reduce inequalities between and within our communities across Scotland, it is not its sole purpose. The Strategy 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 Forestry Strategy offers 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.

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 Forestry Strategy will be laid before Parliament following the commencement of the Forest and Land Management (Scotland) Act on 1st April, 2019.

The Scottish Government will work with a range of partners and stakeholders to deliver the strategy. Within 12 months of laying the Strategy before Parliament, we will publish an implementation, monitoring and reporting framework. This framework will include:

- Key delivery milestones
- A set of indicators to enable us to monitor the delivery of the strategy's objectives.
- A reporting schedule that includes the publication dates of the statutorily required three-yearly progress reports.

Within the strategy, Scottish Ministers have also committed to establishing a national stakeholder group to advise on, and support the implementation of the Forestry Strategy.

Scottish Ministers are required to keep the 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:	24/01/2019
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	24/01/2018

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	29/01/2019



Scottish Government
Riaghaltas na h-Alba
gov.scot

© Crown copyright 2019

OGL

This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit nationalarchives.gov.uk/doc/open-government-licence/version/3 or write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

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: 978-1-78781-569-8 (web only)

Published by The Scottish Government, February 2019

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA
PPDAS505186 (02/19)

W W W . G O V . S C O T