

# Equality Impact Assessment (EQIA) Template

## Section 1: Details of the policy/practice/project

Information required	Enter information below
Department/Team responsible	Corporate Services
Name of Policy, Practice or Project being assessed	Corporate Plan 2022-2025
Purpose and anticipated outcomes	<p>The purpose of the Corporate Plan is to set out the direction of travel and priorities for the organisation over the next three years (2022-2025).</p> <p>The plan describes how FLS will help deliver on key elements of the Scottish Government’s purpose and outcomes in the way we manage the national forests and land. The Corporate Plan also presents the organisation’s Vision and Mission along with five new Corporate Outcomes for the organisation:</p> <ul style="list-style-type: none"> <li>• FLS supports a sustainable, low-carbon economy by managing the national forests and land in a way that encourages sustainable business growth, development opportunities, jobs, tourism and investments</li> <li>• Scotland’s national forests and land are looked after, playing their part in tackling climate change, and their biodiversity is protected and enhanced.</li> </ul>

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Information required	Enter information below
	<ul style="list-style-type: none"> <li>• Everyone can visit and enjoy Scotland’s national forests and land to connect with nature, have fun, benefit their health and wellbeing and have the opportunity to engage in our community decision making.</li> <li>• FLS is a supportive, safe and inclusive organisation that provides exciting careers, professional development and strives to be an employer of choice.</li> <li>• FLS is recognised as a high performing, efficient and effective, financially sustainable organisation that continues to transform and adapt. All work undertaken by the organisation should fit into one or more of the Corporate Outcomes</li> </ul>
Is this a new or existing Policy, Practice or Project?	Updated plan
List of participants in Equality Impact Assessment process	Isla McCaskie - Corporate Development Officer Linda McKenna - Head of Corporate Development Michael Hymers - Director of Corporate Services
Date Assessment started	10/11/2021
Completion date	15/03/2022
Who is likely to be affected? <i>E.g. employees, visitors, contractors, women, men, young people, older people, people with disabilities etc.</i>	This is a strategic and high level document that may have some impact on employees, visitors, and contractors from and across all protected groups.

## 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
Demographic Information on the population of Scotland: General population <ul style="list-style-type: none"> <li>• Median age: 42 years female, 40 male</li> <li>• Long term health problem or disability: 20%</li> <li>• Married or in a Civil Partnership: 45.4%</li> <li>• Race: BME 4%</li> <li>• Sex: 51.5% Female, 48.5% Male Working age population</li> <li>• Median age: 45-49</li> <li>• Long term health problem or disability: 15%</li> <li>• Married or in a Civil Partnership: 37%</li> <li>• Race: BME 5.8%</li> <li>• Sex: 49.6% Female, 50.4% Male</li> </ul>	<a href="#">Census Scotland 2011 results</a>
<b>FLS workforce data:</b> <b>Total Staff:</b> 956 <b>Female:</b> 33.8% <b>Male:</b> 66.2% <b>Aged Under 25 years:</b> 4%	<a href="#">FLS Corporate Performance report Q3 2021/22</a>

Details	Source of evidence
<p><b>Aged 25 – 44:</b> 29%</p> <p><b>Aged 45 and over:</b> 57%</p> <p><b>Those who have shared that they have a disability:</b> 3.2%</p> <p><b>BME ethnicity:</b> &lt;1%</p> <p><b>Employed Full Time :</b> 88%</p> <p><b>Employed Part Time:</b> 12%</p>	
<p><b>Visits to the Outdoors:</b></p> <p><b>Age</b>            Adults aged 75 and over were the least likely to visit the outdoors for recreation in 2017, compared to other age groups. In 2017, 55% of those aged 16-24, 55% of those aged 25-34, 61% of those aged 35-44, 53% of those aged 45-59 and 51% of those aged 60-74 visited the outdoors at least once a week, compared with 32% of those aged 75 and over.</p> <p>Information from the All Forests Survey 2, carried out in 2013, which provided details on visitors to the national forest estate (NFE), now known as the national forests and land. The survey estimated that those aged 45- 59 made up the highest percentage of visitors, closely followed by</p>	<p><a href="#">Scottish Government Equality evidence finder</a></p> <p><a href="#">Profile of Forest visitors: All Forests Survey 2 2013</a></p>

Details	Source of evidence
<p>the over 60s at 27%, and the 25-44 year age group represented 26%. Under 25s were the least likely to visit the NFE making up 17% of visitors.</p> <p><b>Disability</b>                      Adults with a long-term illness or disability are less likely to visit the outdoors according to information on the Equality evidence finder. In 2017, for adults with a long standing illness or disability 42% visited the outdoors for leisure or recreation at least once a week, and 25% did not visit the outdoors at all.</p> <p>For adults with no long standing illness or disability these proportions were, respectively, 56% and 8% Information from the All Forests Survey 2 estimated that 6% of visitors to the NFE had a disability.</p> <p>Race/Ethnicity Less than 2% of visitors to the NFE in 2013 were from a Black or Minority Ethnic background.</p> <p><b>Gender/Sex</b>                      Men are more likely to visit the outdoors than women. In 2017 men were slightly more likely than women to visit the</p>	

Details	Source of evidence
<p>outdoors for recreation at least once a week (54% of men compared to 51% of women). Men and women are just as likely to visit the NFE, with 50% of visits by men and 50% by women in 2013.</p> <p><b>Religion</b> People who identified as having no religion were the biggest percentage of visitors to the NFE in 2013 – from the limited information available.</p> <p><b>Sexual Orientation</b> In relation to visits to the outdoors there is no significant difference in the proportion of respondents who identified as gay/lesbian/bisexual/other and the proportion of respondents who identified as heterosexual who visited the outdoors once a week or more. In contrast, the All Forests Survey shows that 90% of visitors to the NFE identified as heterosexual, 2% as LGB, while 8% preferred not to disclose.</p>	

**From your research above, if you have identified any gaps in evidence, enter the details of the gaps below**

Information is not currently available on Visits to the Outdoors by ethnicity, religion or transgender status within the Equality Evidence Finder.

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

Previous significant consultation had been undertaken by colleagues on the Forestry legislation and development of the Forestry Strategy for our first Corporate plan published in 2019. Data and information provided during both consultations was reviewed prior to development of the draft plan.

Consultation and engagement took place during the development of this Corporate Plan in the form of an online consultation. In-person events were not held due to COVID-19 restrictions and guidance in place at the time of the consultation. The consultation was held from 11<sup>th</sup> October 2021 – 22<sup>nd</sup> November 2021 the Scottish Government's Citizen Space website. The consultation was promoted via a press release and the FLS Social Media channels. Stakeholders were also invited to take part in the consultation. Specific questions around equality and diversity were included in the consultation:

- ***Are there any key issues or opportunities we should consider to make sure that the Corporate Plan works for different equality groups or for people from different socio-economic backgrounds?***
- ***Do you think any of the outcomes or actions in the Corporate Plan will impact differently on people who share protected characteristics?***

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

The online consultation received 45 responses. Specific actions suggested by respondents to the equality and diversity questions were as follows:

- Support and provision of land for hutting.
- Open up more forest spaces and create more small car parks to allow for low-cost recreation.
- Financial and other support for those from diverse backgrounds and different socio-economic groups to access forestry and other land-based careers (e.g. woodland crofting).
- Provide a Gaelic policy within the Plan.
- Consult with the Equalities and Human Rights Commission around developing recommendations for involving people from diverse backgrounds and different socio-economic groups.

Where possible the Corporate Plan has been updated to include suggestions received during the consultation.

**Detail below if there are any other groups to be consulted**

N/A

## Section 3: Impacts



Has the research and consultation identified any potential for impacts on those with the following protected characteristics:

Protected Characteristic	Potential Impact (yes or no)	Explain
<b>Age</b> <i>E.g. older people, children, young people</i>	No	It is not considered that the Corporate Plan will directly impact on individuals/groups due to their age. The intention is that any strategies, plans or policies that stem from the Corporate Plan will have a positive or neutral impact on people of different ages. These will be subject to separate equality impact assessments.
<b>Disability</b>	No	It is not considered that the Corporate Plan will directly impact on individuals/groups due to disability. The intention is that any strategies, plans or policies that stem from the Corporate Plan will have a positive or neutral impact on people who have disabilities. These will be

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Protected Characteristic	Potential Impact (yes or no)	Explain
		subject to separate equality impact assessments
<p><b>Gender reassignment</b>  <i>Where a person is living as a different gender to that at birth</i></p>	No	<p>It is not considered that the Corporate Plan will directly impact on individuals/groups due to gender reassignment. The intention is that any strategies, plans or policies that stem from the Corporate Plan will have a positive or neutral impact on anyone regardless of protected characteristic. These will be subject to separate equality impact assessments.</p>
<p><b>Pregnancy and maternity</b></p>	No	<p>It is not considered that the Corporate Plan will directly impact on individuals/groups due to their pregnancy/maternity status. The intention is that any strategies, plans or policies that stem from the Corporate Plan will have a positive or neutral impact</p>

Protected Characteristic	Potential Impact (yes or no)	Explain
		on people who are pregnant or in the maternity period. These will be subject to separate equality impact assessments
<p><b>Race, ethnicity, colour, nationality or national origins</b>  <i>Including gypsies or travellers, refugees or asylum seekers</i></p>	No	It is not considered that the Corporate Plan will directly impact on individuals/groups due to their race/ethnicity. The intention is that any strategies, plans or policies that stem from the Corporate Plan will have a positive or neutral impact on people from all racial backgrounds. These will be subject to separate equality impact assessments.
<p><b>Religion or belief</b>  <i>Including non-belief</i></p>	No	It is not considered that the Corporate Plan will directly impact on individuals/groups due to their religion/belief. The intention is that any strategies, plans or policies that stem from the

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Protected Characteristic	Potential Impact (yes or no)	Explain
		Corporate Plan will have a positive or neutral impact on people regardless of religion or belief. These will be subject to separate equality impact assessments.
<b>Sex/Gender</b>	No	It is not considered that the Corporate Plan will directly impact on individuals/groups due to their sex. The intention is that any strategies, plans or policies that stem from the Corporate Plan will have a positive or neutral impact on people regardless of sex. These will be subject to separate equality impact assessments.
<b>Marriage and civil partnership</b>	No	It is not considered that the Corporate Plan will directly impact on individuals/groups due to their marital status. The intention is that any strategies, plans or policies

Protected Characteristic	Potential Impact (yes or no)	Explain
		that stem from the Corporate Plan will have a positive or neutral impact on people regardless of marital status. These will be subject to separate equality impact assessments.
<b>Sexual Orientation</b>	No	It is not considered that the Corporate Plan will directly impact on individuals/groups due to their sexual orientation. The intention is that any strategies, plans or policies that stem from the Corporate Plan will have a positive or neutral impact on people regardless of sexual orientation. These will be subject to separate equality impact assessments.

Is there any evidence that the policy may result in any less favourable treatment, discrimination, harassment or victimization as detailed below:

Potential outcome of the policy	Delete as appropriate	If yes, give details of the potential outcome and any project modifications to mitigate the risk
Result in less favourable treatment for particular groups	No	
Give rise to direct or indirect discrimination	No	
Give rise to unlawful harassment or victimisation	No	

## Section 4: Meeting our General Equality Duty

Enter below which aspects of the Policy, Practice or Project seek to eliminate unlawful discrimination, harassment and victimisation
<p>FLS is committed to the elimination of unlawful discrimination, harassment and victimisation. While the purpose of the Corporate Plan is not around elimination of unlawful discrimination, harassment or victimisation, equality and inclusion is implicit throughout.</p> <p>We have built in inclusion and diversity into one of our corporate outcomes to help reinforce our commitment to inclusion: “FLS is a supportive, safe and inclusive organisation that provides exciting careers, professional development and strives to be an employer of choice.”</p> <p>There is also a section within the Corporate Plan that sets out our commitment to diversity and inclusion.</p>

**Enter below which aspects of the Policy, Practice or Project seek to eliminate unlawful discrimination, harassment and victimisation**

We will take steps to ensure that any plans, policies or projects that stem from the Corporate Plan will be impact assessed in order to eliminate any potential unlawful discrimination.

**Enter below which aspects of the Policy, Practice or Project seek to advance equality of opportunity between people who share a relevant protected characteristic and those who do not**

While the Corporate Plan offers opportunities to advance equality of opportunity and reduce inequalities between and within our communities across Scotland, it is not its sole purpose. The Corporate Plan is a high-level document, but does set out some key actions that will be taken to move closer to the vision of 'Forests and Land that Scotland can be proud of'. Actions include the following:

- Using targeted positive action measures to try to increase the diversity of our workforce;
- Rolling out the 'Engaging the Bystander' training to identify and challenge inappropriate behaviours;
- Considering where we can adapt our processes to meet and exceed our Corporate Parenting obligations;
- Continuing to treat risks to our mental health and wellbeing with the same priority as physical risks;
- Expanding our flexible working arrangements to build on the experience from COVID-19 working;
- Ensuring that FLS meets all statutory duties as an executive agency.

Enter below 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
<p>The Corporate Plan does not explicitly seek to foster good relations between people who share protected characteristic and those who do not. However there are plans and strategies that stem from the Corporate Plan that can assist in fostering good relations, all of which are subject to an Equality Impact Assessment. These include:</p> <ul style="list-style-type: none"> <li>• Implementing the Visitor Services Strategy;</li> <li>• Developing and implementing a new Communities Strategy;</li> <li>• Developing a strategic approach to wider participation in the management of the national forests and land; and</li> <li>• Reviewing and updating our People Strategy.</li> </ul>

## Section 5: Outcome of the assessment

Outcome of the assessment on the Policy, Practice or Project	Enter detail below
No major change	x
Adjust the Policy, Practice or Project	
Continue to Policy, Practice or Project	x
Stop and remove the Policy, Practice or Project	



**Detail below recommendations, including action required, to address any negative impacts identified**

The Corporate Plan is a high level document and is not anticipated to directly impact on equality. It can however influence the strategies, policies and plans that can have a positive impact on equality, which is why 'inclusion' has been built into the Corporate Outcomes. Following consultation on the draft plan, further information on our approach to equality, diversity and in addressing socioeconomic disadvantage has been included in the plan.

## Section 6: Monitoring

**Describe below 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 etc.*

The Corporate Plan and associated KPIs will be monitored and reported on a quarterly basis. Information will be collated from across the organisation by the Corporate Services function and reported to the FLS Executive Team and Strategic Board as appropriate. Information will also be included in the FLS Annual Report and Accounts which is published in agreement with Audit Scotland and is laid in the Scottish Parliament.

**When and how is the Policy, Practice or Project due to be reviewed?**

The Corporate Plan is subject to annual review. It is anticipated that a new Corporate Plan will be developed in 2025.

## Section 7: Sign off

Required information	Enter information below
Date sent to Equality and Diversity Manager	31/05/2022
Comments from Equality and Diversity Manager	
Date signed off by Equality and Diversity Manager	Ella Hashemi 10/06/2022

Details of Senior Manager who has signed off this Equality Impact Assessment	Enter information below
Name	Michael Hymers
Title	Director of Corporate Services
Date approved	13 June 2022