

Equality Impact Assessment (EQIA) Template

Section 1: Details of the policy/practice/project

Information required	Enter information below
Department/Team responsible	Visitor Services & Communities
Name of Policy, Practice or Project being assessed	Communities Strategy
Purpose and anticipated outcomes	<p>The overarching purpose of Forestry and Land Scotland's Community Strategy is:</p> <p><i>To fully realise the contribution of Scotland's National Forests and Land to building vibrant, sustainable, wealthier and resilient communities, recognising the rights and responsibilities of all to work together to sustainably manage our forests and land.</i></p> <p>The outcomes are to set out the principles and strategic priorities for FLS work with communities, to inform, engage and to support sustainable and thriving rural communities.</p>
Is this a new or existing Policy, Practice or Project?	New policy
List of participants in Equality Impact Assessment process	Rebecca Carr Craig Millar Leona Wilkie
Date Assessment started	
Completion date	01.06.22
Who is likely to be affected?	All employees

Information required	Enter information below
<i>E.g. employees, visitors, contractors, women, men, young people, older people, people with disabilities etc.</i>	All members of geographical communities near national forests land and communities of interest in Scotland

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>FLS Workforce Data as at December 2020</p> <p>Total staff: 975</p> <ul style="list-style-type: none"> • Male: 659 – 68% • Female: 316 – 32% • Disabled: 34 – 3% • Disability Not Known or Prefer not to say: 45 – 5% • Ethnic Minority/BAME: <1% • Age Under 25yrs: 29 – 3% • 25-44 yrs: 387 – 40% • 45+ yrs: 559 – 57% 	<p>Data extracted from i-Trent system (HR and Payroll)</p> <p>These figures include all contract types.</p>
<p>Scotland' Population</p> <p>Total population: 5,295,403</p> <ul style="list-style-type: none"> • Median age: 42 years female, 40 male • Age: <ul style="list-style-type: none"> ○ Under 16 17.3%, ○ 65 and over 16.8% • Long term health problem or disability: 20% • Marital status: <ul style="list-style-type: none"> ○ Married or in a Civil Partnership: 45.4% ○ Single: 35.4% • Race: <ul style="list-style-type: none"> ○ White Scottish, Other British 91.9% ○ White – other 4.2% ○ Asian, Asian Scottish, Asian British 2.3% ○ Other ethnicgroups 1.7% • Sex: 51.5% Female, 48.5% Male 	<p>2011 Census Scotland data</p>

Details	Source of evidence
<ul style="list-style-type: none"> ● Health <ul style="list-style-type: none"> ○ Activities limited by long-term health problem or disability 19.6% ○ Long-term health condition 29.9% <ul style="list-style-type: none"> ▪ Deafness or partial hearing loss 6.6% ▪ Blindness or partial sight loss 2.4% ▪ Mental health condition 4.4% 	
<p>Poverty and Income Inequality</p> <ul style="list-style-type: none"> ● Living in relative poverty after housing costs <ul style="list-style-type: none"> ○ All individuals 19% ○ Working age 19% ● Child poverty after housing costs 24% ● Relative poverty by race <ul style="list-style-type: none"> ○ Asian and Asian British 41% ○ Mixed, Black and Other 43% ● Income inequality before housing costs <ul style="list-style-type: none"> ○ Palma ratio 121% ○ Gini coefficient 32% 	Poverty and Income Inequality in Scotland 2017-20
<p>Rural Scotland</p> <p>Most of Scotland’s national forests and land is in areas defined as accessible rural or remote rural (70% of Scotland’s land area). 17% of people live in rural areas. Key demographics (figures for all Scotland in brackets):</p> <ul style="list-style-type: none"> ● Age: 23% over 65 (19%) ● LGBTI: 1 to 1.9% identify as LGBO (2.9%) ● Disability: “roughly equal proportions of disabled people (30%) in urban and rural areas” ● Ethnic minorities: <ul style="list-style-type: none"> ○ 0.4% Asian, Asian Scottish or Asian British (2.9%) ○ 0.6% All other ethnic groups (includes categories within 'Mixed or Multiple Ethnic Group', 'African', 'Caribbean or Black', and 'Other Ethnic Group') (1.8%) <p>Additionally people in rural Scotland are more likely to volunteer (33%) than in the rest of Scotland (25%); and more assets are in community ownership (80% of</p>	<p>Inclusive participation in rural Scotland: research report, 2021</p>

Details	Source of evidence
community ownership) than in the rest of Scotland (20%).	
<p>The proportion of adults who visit the outdoors for leisure or recreation by population group in 2017/18 was 82%. Under-represented groups are:</p> <ul style="list-style-type: none"> • those in the 15% most deprived areas (73%) • aged 55 or over (73%) • those with a long-term limiting disability or illness (63%) or bad self-report health (47%) <p>Members of the BME population are just as likely as adults of white ethnicity to visit the outdoors for recreation; they are, however, less likely to visit on a regular weekly basis: 47% (compared to 58% of adults of white ethnicity).</p> <p>To note, the profile of visitors to the national forest estate in 2013 indicated:</p> <ul style="list-style-type: none"> • 2% of visitors were from the 10% most deprived areas • 0.2% of visitors from a BME background • 6% of visitors had a disability 	<p>Scotland's People and Nature Survey - Participation in outdoor recreation: under-represented groups 17/18 NatureScot</p> <p>Microsoft Word - AFS2 TNS Main report FV - 15 July 2014.docx (forestryandland.gov.scot)</p>

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

Demographic and inequality data from communities who are actively participate in community activities is limited because of the challenges for small community groups in gathering data about their membership.

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

Engagement framework to develop the Strategy prior to consultation included circulation to:

- all staff for review and feedback
- review and feedback from Scottish Forestry, SG Land Reform, SG Community Empowerment, SG Property, SG NPF Unit, SG Community Wealth Building.

Detail below if there are any other groups to be consulted

Further engagement planned with key external stakeholders during consultation, including key community representative bodies such as the Community Woodland Association.

Consultation on the Strategy will include proactive engagement with community representative bodies, particularly those with a focus on support for community diversity, wellbeing and development such as CEMVO, Backbone, DTAS, and Voluntary Health Scotland.

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
Age <i>E.g. older people, children, young people</i>	Scotland’s population – no FLS staff – no	The age demographic in rural areas is older than average, and older people are more likely to be involved in volunteer activity. However, community activities are often targeted at young people such as schools activities, clubs, or rebalancing community demographics. Therefore the policy will not result in any impacts as a result of age. Staff consultation has highlighted training needs to support engagement with communities, particularly for staff with a range of different experiences.
Disability	Scotland’s population – no FLS staff – potential	The policy will not result in changes that will have an impact on disability. Community engagement requires managing relationships, which occasionally involves challenging situations and

Protected Characteristic	Potential Impact (yes or no)	Explain
		dealing with difficult conversations, with potential mental health impacts. Staff should be supported by their line manager with clear signposting to FLS welfare support if appropriate.
Gender reassignment <i>Where a person is living as a different gender to that at birth</i>	Scotland's population – no FLS staff - no	The policy will not result in changes that will have an impact on gender reassignment.
Pregnancy and maternity	Scotland's population – no FLS staff - no	The policy will not result in changes that will have an impact on pregnancy and maternity.
Race, ethnicity, colour, nationality or national origins <i>Including gypsies or travellers, refugees or asylum seekers</i>	Scotland's population – yes (positive) FLS staff – no	Minority ethnic groups are under-represented in rural areas, and make use of the outdoors less regularly. The Strategy aims to prioritise community-led initiatives and activities that increase diversity and participation from under-represented groups. The priority also aims to address inequalities resulting from socio-economic disadvantage, with minority ethnic significantly over-represented
Religion or belief <i>Including non-belief</i>	Scotland's population – no FLS staff – no	The policy will not result in changes that will have an impact on pregnancy and maternity religion or belief.
Sex/Gender	Scotland's population – no	The policy is unlikely to result in changes that will have an impact on sex/gender, as there is little difference in the demographics

Protected Characteristic	Potential Impact (yes or no)	Explain
	FLS staff - no	of rural and urban areas, or visits to the outdoors. However, it will be important to be mindful of under-representation of women and girls amongst some communities of interest. However, women are slightly more likely to have a strong sense of belonging to their community and be involved in volunteering.
Marriage and civil partnership	Scotland's population – no FLS staff - no	There is little difference in the demographics of rural and urban areas, or other factors including visitors to the outdoors, or voluntary activity. The policy will not result in changes that will have an impact on marriage and civil partnership.
Sexual Orientation	Scotland's population – no FLS staff – no	There is little difference in the demographics of rural and urban areas, or other factors including visitors to the outdoors, or voluntary activity. The policy will not result in changes that will have an impact on sexual orientation.

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>Strategic Priorities include:</p> <p>Principle 1 - Supporting the transition to a fairer, greener Scotland</p> <ul style="list-style-type: none"> Equality and Diversity: prioritise community-led initiatives and activities that make use of the national forests and land to address inequalities resulting from socio-economic disadvantage, increase diversity and participation from under-represented groups <p>Principle 2 - Supporting sustainable and thriving rural communities</p> <ul style="list-style-type: none"> Increasing collaboration: promote an inclusive and open culture that supports and enables staff to respond positively and constructively to community led initiatives to increase the social, economic and environmental benefits of Scotland's national forest and land and support sustainable economic growth

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
See above

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
See above

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

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

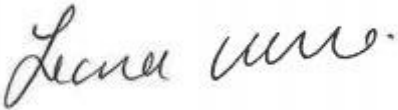
Section 6: Monitoring

Describe below how you will monitor the impact of this Policy, Practice or Project <i>E.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure achievement of outcomes etc.</i>
<p>Existing indicators include:</p> <ul style="list-style-type: none"> • current FLS KPIs: Number of community groups engaged in recognised partnerships and agreements • annual report on asset transfer • National surveys including NatureScot SPANS surveys (most recent surveys focused on impact of Coronavirus); Scottish Household Survey; and specific research reports e.g. Inclusive participation in rural Scotland. <p>We will look into the feasibility of gathering more information from community groups on the purposes of their projects and target audiences, and particularly the numbers of community of interest. We will also look at the potential to gather more data on diversity of groups who undertake events/activities run through permissions.</p>

When and how is the Policy, Practice or Project due to be reviewed?
The Strategy will be reviewed in line with the Scottish Forest Strategy, which reports every 3 years.

Section 7: Sign off

Required information	Enter information below
Date sent to Equality and Diversity Manager	23 May 2022
Comments from Equality and Diversity Manager	None required as Equality and Diversity Manager has been involved in the EQIA process and comments have been included where appropriate.
Date signed off by Equality and Diversity Manager	01.06.22

Details of Senior Manager who has signed off this Equality Impact Assessment	Enter information below
Name	
Title	Head of Visitor Services & Communities
Date approved	6 th June 2022

Please send this completed and approved Equality Impact Assessment to:
Ella Hashemi, Equality, Diversity and Inclusion Manager, Forestry and Land Scotland