Forestry Commission
England

Equality Monitoring Summary
2017-2018

Equality Monitoring Summary

Executive Summary

Forestry Commission England is committed to ensuring we are a great place to work with an exceptional diverse, open and inclusive culture. This culture will in turn support our aspiration to increase the diversity of visitors to the public forest estate. This is reflected in our aim to "connect everyone with the Nation's Forests".

This equality monitoring summary reports on the period 1 April 2017 to 31 March 2018. As at 31 March 2018, there were 1203 employees working for Forestry Commission England.

Our workforce is predominantly white (98%), male (60%), with few declaring a disability (3%). We also have an ageing workforce with 65% of staff aged 40 or over. Our aspiration is to continually improve the diversity of our workforce. We will do this through ensuring we appeal to the widest possible pool of talent whilst ensuring that the very best candidates are appointed to each and every role.

During the reported period, some positive trends have emerged. There has been a 2% increase in the number of females working for the organisation. There has also been a 1% increase in the overall number of staff working flexibly. It is worthy to note that there has also been a 2% increase in the number of males working part-time.

Of the 3750 applications applying for roles during this reported period, 250 people were appointed. Of those successfully appointed, 1% declared a disability and 1% are from an ethnic minority background.

Gender Diversity

As at 31 March 2018, the gender diversity of our workforce is 40% female and 60% male. Since the last equality report, there has been a 2% increase in the number of females working for the organisation.

This data has been further analysed by grade. For the purposes of this grade analysis, senior management is classified as senior staff grades and pay bands 1 and 2. Management has been classified as pay bands 3, 4 and 5. Employees have been classified as pay bands 6 and 7.
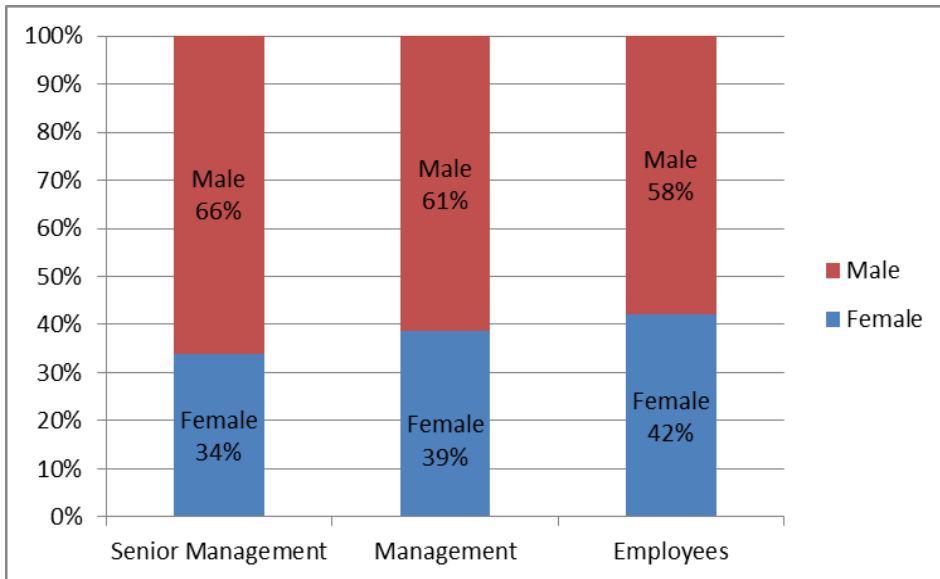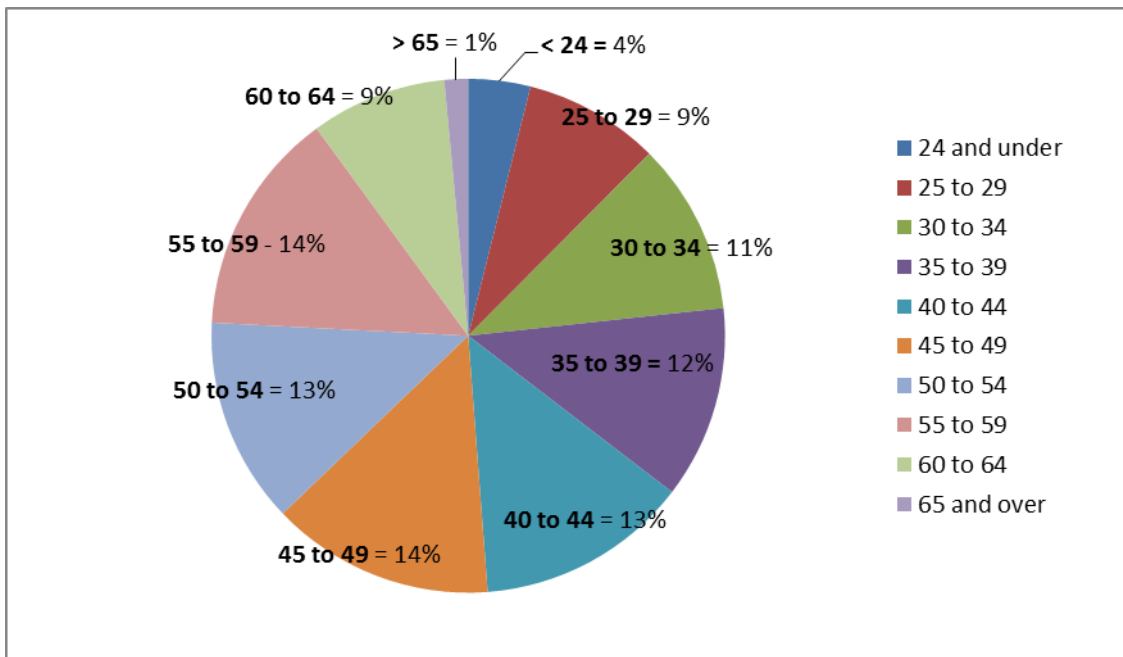

Ethnicity

There has been no variation since the data reported as at 31 March 2017.

As at 31 March 2018	
White	98%
BAME	1%
Prefer not to say	<1%

Age Breakdown

The graph highlights the age breakdown as at 31 March 2018. In the last annual equality monitoring report, the age breakdown was represented by those aged 39 or less or those aged 40 or over. This was 38% and 62% respectively. As at 31 March 2018, this split is now 35% and 65%.

Disability

There has been no variation since the data reported as at 31 March 2017.

| As at 31 March 2018	
Disability declared	3%
No disability	96%
Prefer not to say	<1%

Full time/part time

82% of our workforce work full time and 18% work part time. Since the last annual report, there has been a 1% increase in the number of staff working flexibly.
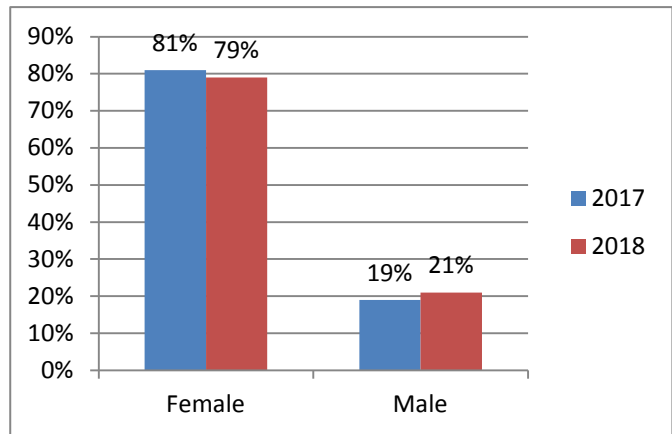
	Full time	Part time
2017	83%	17%
2018	82%	18%

The graphs below highlight the gender split for those working on a full and part-time basis. Generally more males work on a full time basis and more females work on a part time basis. However this is changing. Since the last equality report, there has been a 2% increase in the number of males working on a part time basis.

Full time gender graph
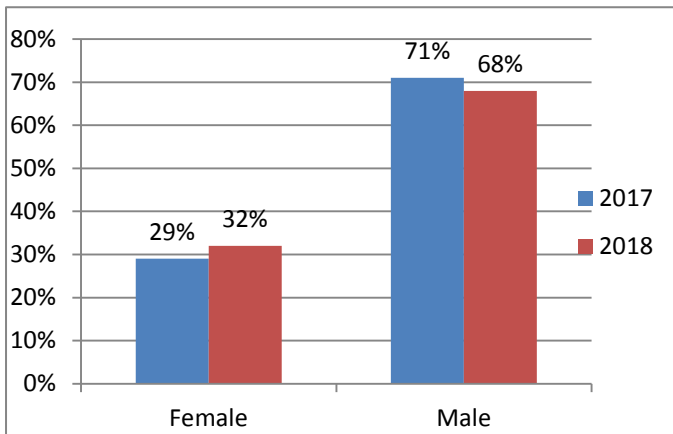
Part time gender graph

The full time/part time split has also been analysed by ethnicity, disability and age. For ethnicity, there is no variation between those working full time and part time.

For disability, 3% of those working full time have declared a disability compared to 4% of those working part-time. There is no variation in this statistic compared to the last annual report.

For age, there has been a 3% increase in those aged 39 or below working flexibly since 2017.

Recruitment

In the period 1 April 2017 to 31 March 2018, there were 3750 applications for all posts advertised, with 250 appointments being made.

Disability	Yes %	No %	Prefer not to say %	Total
Total Applicants	4%	93%	3%	3750
Interviewed	4%	93%	3%	776
Successful	1%	96%	3%	250

Gender	Male %	Female %	Prefer not to say %	Total
Total Applicants	59%	40%	1%	3750
Interviewed	52%	46%	2%	776
Successful	45%	52%	3%	250

Ethnicity	BAME %	White %	Prefer not to say %	Total
Total Applicants	6%	92%	2%	3750
Interviewed	2%	94%	4%	776
Successful	1%	93%	6%	250

Age	39 or below %	40 or over %	Prefer not to say %	Total
Total Applicants	60%	38%	2%	3750
Interviewed	53%	43%	4%	776
Successful	56%	40%	4%	250

Diversity & Inclusion Work 2017 to 2010

Forestry Commission England had adopted the cross Defra group Equality, Diversity & Inclusion (EDI) Strategy which covers the period 2017 to 2020. The aim of the strategy is to ensure Defra is ***a great place to work*** and to deliver our aspirations to be an organisation with a diverse, open and inclusive culture. The EDI Strategy is for all Defra group employees, at all levels, wherever they work and whatever they do. It is focused on four key themes (R.I.S.E):

- ✓ **RESPECT**: All Defra group employees will feel valued, respected and treated fairly.
- ✓ **INCLUDE**: We promote inclusive behaviours and use our data to drive workplace improvements.
- ✓ **SUPPORT**: We ensure everyone is supported in the workplace to achieve their full potential.
- ✓ **ENGAGE**: Our employees, customers and the communities we serve are valued and feel included.
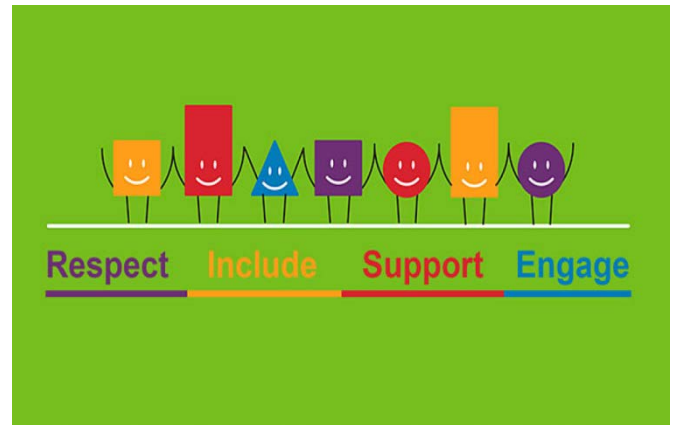
The joint priorities for 2017 to 2018 were:

- Tackling discrimination, bullying and harassment
- Improving declaration rates through new HR staff self-service system
- Ensuring staff were aware of their unconscious bias in people decisions and giving them techniques to overcome them
- Promoting inclusive behaviour by leaders, managers and individuals

These priorities continue to be a focus for 2018 to 2019 with early work against each priority proving successful.