

Annual Equality Monitoring Report 1 April 2019 – 31 March 2020



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Chief Executive Summary

I am delighted to present the Forestry Commission's 2019-20 Equality Monitoring Report.

The global pandemic, which struck at the end of that year and has had such a huge impact on all our lives ever since, has reminded us forcefully of our dependence on each other, highlighting the imperative of understanding the different needs and vulnerabilities of individuals and communities within our society.

Our determination to build an ever more inclusive organisation, respecting and valuing the diversity of our staff and our customers, is stronger than ever.

This report fulfils our statutory obligations, but it also demonstrates both through hard data and through rich case studies the reality of our commitment to diversity and inclusion and the steady but tangible progress we are making towards our goals.

The Forestry Commission is a long-established and well-respected national institution, providing vital services to our communities as a steward of our environment, and it is our duty to show leadership in including all members of our society in the work we do. I encourage you to read this report and welcome feedback on it and ideas for further improvement.

Ian Gambles
Chief Executive
Forestry Commission



It is our duty to show leadership in including all members of our society in the work we do

Who are we?

The Forestry Commission brings together:

Forestry England,

connecting everyone with the nation's forests. It is England's largest land manager and custodian of the nation's public forests, looking after more than 1,500 forests and woods. 99% of people live within an hour's drive of one of the nation's forests. Forestry England has around 1,000 committed staff, looking after more land and more trees than any other organisation.



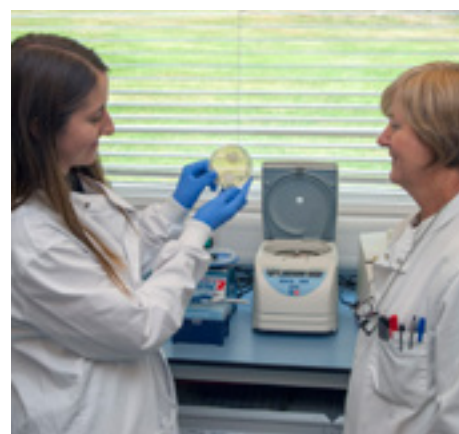
Forest Services,

the government department responsible for protecting, expanding and promoting the sustainable management of woodlands. This includes ensuring that England's Woodland and Tree cover expands, both through enabling woodland creation and through providing advice to reduce the impact of development on existing woodland and tree canopy cover.



Forest Research,

Great Britain's principal organisation for forestry and tree related research. It is internationally renowned for the provision of evidence and scientific services in support of sustainable forestry.



About this strategy

At the Forestry Commission, we know that we are stronger as a business when our workforce is diverse and inclusive. Everyone who works for our organisation is unique. We want to ensure that every single member of staff feels truly valued and included so that they feel able to share their diverse and unique perspectives and reach their full potential.

Our Diversity and Inclusion strategy sets out how we are doing this, making sure we fulfil our Public Sector Duties under the Equality Act 2010: Seeking to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity, and foster good relations between those who share a protected characteristic and those who don't.

The public body equality duty requires us to demonstrate how we deliver equality outcomes by publishing annual equality information - which enables the public to hold us to account, and publishing equality objectives. You will find all this information in this report.

At the Forestry Commission we want to create a culture of acceptance, inclusion and belonging, through the way we work and the services we deliver. We want to celebrate our differences and reflect the diverse communities of the UK in our workforce.



Our values

Our commitment to equality, diversity and inclusion is underpinned by our values which guide the way we go about our business, and act as a checklist for our actions, decisions and behaviour. These values are the 'umbrella' values for the Forestry Commission. Forest Research and Forestry England have additional values tailored to their areas of business.

Team Work

We work collaboratively with each other and our stakeholders, ensuring trees, woods and forests meet the needs of society.

Professionalism

We enjoy and take pride in our work, acting with integrity and political impartiality to achieve high standards of health and safety, quality, efficiency and sustainability.

Respect

We value each other and our stakeholders, recognising diverse perspectives and treating everyone with consideration.

Communication

We are open, honest and objective with each other and our stakeholders. We are prepared to challenge and be challenged.

Learning

We are always learning, developing the skills, knowledge and behaviours to support organisational success.

Creativity

We seek new ways of doing things, sharing ideas and embracing change.

Our approach to Diversity & Inclusion

The Forestry Commission is part of the Defra family. Defra is the government department for environment, food and rural affairs. We are focused on embedding the Defra Equality, Diversity and Inclusion strategy which is based on four principles. We like to call this our RISE strategy. This stands for **respect, include, support and engage**. Throughout this report, we have showcased some examples of what we are doing on Equality, Diversity and Inclusion around the principles of RISE.

Respect

Respect

All employees feel valued, respected and treated fairly.

Include

Include

We promote inclusive behaviours and use our data to drive workplace improvements.

Support

Support

We ensure everyone is supported in the workplace to achieve their full potential.

Engage

Engage

Our employees, customers and the communities we serve are valued and feel included.

Progress on objectives from 2019/2020

Each year we publish diversity and inclusion objectives. This is our progress on our objectives for 2019-2020

1.

Supporting new Employee Networks

In the last year we have launched two new employee networks: our LGBTQ+ Supporters Network and BAME Inclusion group.

At the Forestry Commission 3% of our workforce is from a BAME background (Black, Asian and minority ethnic background). Over the last year, we have run focus groups with staff looking at how to increase the diversity of our workforce and ensure our workplace is inclusive for all. A 'task and finish group' from across the Forestry Commission is now taking this important work forward and creating a delivery plan for roll out next year. Our BAME Inclusion group will support and champion this work.

The LGBTQ+ Supporters Network is open to everyone and provides a place to champion and support lesbian, gay, bisexual, transgender and questioning colleagues across the organisation. This includes but is not limited to support with coming out at work, fairness and respect at work, and ensuring that our policies and practices are inclusive to LGBTQ+ colleagues. Outside speakers, for example Trans activist Saorsa-Amatheia Tweedale, have helped widen our ally group, bringing new

perspectives to our staff and raise awareness of the network. We have also launched a regular internal newsletter - written and edited by the members.

Next year we plan to launch new employee networks focusing on disability and carers.

2.

Women in Forestry

Following focus groups with women across the organisation, our Women in Forestry programme was launched in 2019, initially focusing on: Bullying and Harassment, Respect at work, Facilities and equipment, and Line Management. As a result of this work, we have sourced new Personal Protective Equipment in a more appropriate female fit for colleagues and are addressing welfare facilities across sites. We are planning a new campaign called 'Challenge it, Change it' aimed at addressing misconceptions and stereotypes of women working in forestry.

3.

Inclusion Ambassadors and Line Manager Training

Across the Forestry Commission we have a zero-tolerance approach to any form of discrimination, bullying and harassment. Building on the success of Forest Research's Bullying, Harassment and Discrimination Ambassadors, Forestry England and Forest Services are rolling out an Inclusion Ambassadors programme to model cultural change, support any staff who may be experiencing bullying, harassment and discrimination and to champion inclusivity across the organisation.

A new Management Development Programme is being developed to train and support line managers across the organisation. Building managers' awareness of diversity and their ability to support inclusion in their teams will be a central part of the programme.

4.

Continuing to outreach to diverse community groups

[The Landscape Review: National Parks and AONBs¹](#) calls for our national landscapes to be open to everyone and connect all people. This is something we are committed to. Through our Active Forest Partnership and Friends of Westonbirt programme we will continue to deliver outreach to diverse community groups across England.

¹ [View report](#)

5.

Launch of FC wide revised wellbeing offer

This year we launched our revised wellbeing offer for staff, using the Mind Workplace Wellness Index recommendations report, our 2018 Health Kiosks report and focus group feedback. This revised offer clearly explains to staff the breadth of what is available to them at different times, tailoring wellbeing packages as required. Nationally led campaigns, in conjunction with local Wellbeing Champions and Mental Health First Aiders and staff sharing stories, have continued to raise the profile of wellbeing and normalise experiences across the organisation. This work continues to support our aspiration to be awarded Gold by Mind in a future accreditation.

6.

Forest Live are working towards the Attitude is Everything Charter

Accessibility is an important part of our annual Forest Live concerts (not held in 2020 owing to Covid-19 restrictions). In 2019 we introduced wristbands for the accessible toilets so that anyone with an accessibility need, both visible and non-visible could access these facilities, without feeling they needed to continually share their personal details. We received very positive feedback on this change in our post-concert survey. This change is one aspect of wider work we are doing to work towards the Gold Standard of the Attitude is Everything Charter. 'Attitude is Everything' are leaders in ensuring inclusive music for all.

7.

Diversity Data Declarations

We are continuing to build a culture of trust to encourage staff to update their diversity information which in turn will help us understand the diversity of our workforce and positive steps we can take. Alongside this, we are working on a new approach to ensure consistency in the diversity data we collect, both internally and externally, to enable us to identify barriers to inclusion and evaluate interventions.

Case studies

These case studies give you a glimpse into some of the projects and programmes we run at the Forestry Commission; welcoming everyone into our forests and growing an environment where equality, diversity and inclusion benefits of our all employees and citizens across the UK.





Case Study 1

Amplifying diverse voices

In 2019, we marked 100 Years of The Forestry Commission. As part of our dedicated programme of events, we celebrated voices from across England and their connection to trees, woods and forests.

We wanted to create opportunities for greater diversity in our published nature writers. Seeking applicants from underrepresented groups, we received nearly 1000 applications for two residency opportunities; working with Forestry England - observing foresters, ecologists, scientists and researchers on a behind-the-scenes tour of the nation's forests and then publishing and sharing their thoughts and sentiments with the wider world.

There was a huge range of different ages, communities and professions who applied for the opportunity. An expert panel shortlisted, interviewed, and selected Zakiya Mackenzie and Tiffany Francis-Baker as our 'Writers in the Forest'.

We then shared Zakiya's 'Forest Collection' and Tiffany's 'The Tangled Web' with our staff and visitors; you can read their collections on the Forestry England website [here](#).

Talking about her residency, Zakiya Mackenzie says: "It's been life-changing. My sense of belonging has been altered through this experience. Through this experience I have become a writer. I am a nature writer."

Through her writing and community work, like the Black and Green project, Zakiya continues to work to integrate Afro Caribbean and minority urban groups into forests, green spaces and the wider environmental sector.



"Considering the challenges we face with our climate in the immediate future, organisations like the Forestry Commission are so important in looking after and planning our forests for the future – they are helping our survival"

Tiffany Francis Baker

"With my pen, I write to keep the forest alive. I write because wood compels me to speak of its necessity, of the home it has made and so closely protected for us and other creatures. I write for the forest because it is right for me"

Zakiya Mackenzie

Writer in the Forest

Writing in the forest is affirming.
It owes me nothing and didn't
ask me to say these things
but I come with green greetings
This world is for us all, and I must
love the spaces I am in
As if my life's purpose would have
lagged and melted to nought
I must go where I can love and am loved there
Into the thicket, transplant me anywhere
The spinning globe around, I have
been, and this is how I want to be
The forest is the place, among birch and beam
This land that I own as every part of myself
Yet know I have no ultimate claim to contend
When it wants, it reclaims exactly what it wants
And whether one is into a god, gods or none at all
Mother Nature is constant, in all ways it sustains
It thrashes us too, we complain
Still, the imposition is me and you
It is we who cut back and we who choose
to curb the realness of this place
When this kind of wildness is lost
Uncertainty is what we face

Zakiya Mackenzie

Case Study 2

Diabetes Prevention at Thames Chase Forest Centre

Studies have shown how exercising in forests provides a welcome distraction from tiredness and stress, making physical activity feel easier and more enjoyable. This keeps people active for longer and increases their wellbeing.

Alongside medical prescriptions, social prescribing is increasing, as a non-clinical form of support for people with a range of mental and physical health problems. Being among trees helps to reduce stress, improves mood, and reduces the possibility of poor mental health. Nature can help restore emotional regulation - essential to coping successfully with challenges in everyday life.

The NHS Diabetes Prevention Programme has been running sessions at Thames Chase Forest Centre, providing personalised support to those at risk of developing Type 2 Diabetes. Using the Thames Chase Education Room; a restored 17th century Essex Barn, participants have learnt more about managing weight, types of food to eat and avoid, portion control and the types of physical exercise they should be doing. The beautiful setting has offered the opportunity for participants to get outside in the woods, benefiting both their physical and mental health. The social aspect has become important to the groups that meet there, creating support networks to help maintain new habits and goals around food and exercise.

Thames Chase became a community woodland in 1990 and some participants on the programme remembered when the area was farmland. Other participants had never been to the woodland before they took part in the diabetes programme, but now exercise dogs or bring grandchildren to play in the woods.

This case study is part of the Active Forests Programme which aims to create a physical activity habit for life. This is a partnership programme between Forestry England and Sport England supported by the National Lottery. Forest Research is monitoring and evaluating the whole Active Forests Programme and has produced a number of research outputs highlighting the results of the work. Key benefits of the programme have been identified by participants as: physical wellbeing, fun and enjoyment, mental wellbeing, and a feeling of escape and freedom.



"I think we are very fortunate in this area, there are some lovely places we are able to get to"

Diabetes Prevention
Programme Participant

The restored 17th Century
Essex Barn at Thames
Chase Forest Centre





Other participants had never been to the woodland before they took part in the diabetes programme, but now exercise dogs or bring grandchildren to play in the woods.

Case Study 3

Hear by Right - Westonbirt Community Shelter Build

The traditional saying that 'children should be seen but not heard' is not one we agree with at Westonbirt. When we started designing a new home for the Westonbirt Community Programme, we wanted to create a structure which would be 'built by the community, for the community'.

Gathering the thoughts and ideas from all potential users, including those of young people and young people with additional needs, was critical in achieving this goal.

There is always an element of risk when working with young people on a project like this, do they have the insight to understand the brief and the practical limitations of such a project? Do they have the breadth of background experience to suggest possible solutions? We needed to find creative ways to consult with young people, to ensure their voices could be authentically heard throughout the design process. Using a sample of timber materials to test initial building construction methods, members of Wild Westonbirt Youth Forum worked alongside the design team and Westonbirt Community Team to construct two models, one third of the size of the proposed structure – big enough to climb inside!

Now that there was a visual model to work from, participants then built their own smaller shelter models - adding the design features important to them. The creative element of the process was not only fun but it meant we could include the opinions and voices of those in the group with limited verbal communication. The next step was to work with a highly skilled design team using full size building materials to build a section of the shelter. This helped the group understand the different work speeds and instruction comprehension levels, physical ability, and self-belief of the young people working on the project. It was a learning journey for everyone, as staff, contractors, and volunteers, we all had to adapt to tasks, take risks and challenge our own preconceptions about ourselves and others.

The Westonbirt Community Shelter Build has been a long project and is still a long way from completion, but it is a project with authenticity, where are truly building alongside the Westonbirt community creating a sense of ownership that will long outlast this project.



In the early part of the first design/build workshop, the proposed structural investigation met a healthy, strong scepticism. So, it was wonderful to see the engagement skills of the Westonbirt team draw the young participants into the process so that by the end of the day they could take total ownership of the design"

Charley Brentnall of Xylotek - internationally recognised leader in timber construction and conservation



One of our interests has always been in terms of how we might open up the design and construction processes to others. Here, with the new community shelter we were really keen to find ways of designing and building that were inclusive and open to all, regardless of their needs. We've ended up designing a unique structure with various community groups which they can all be involved with all parts of, and learn new skills, regardless of their experience or needs. We are really excited to be working with the community groups in this manner on the new shelter at Westonbirt.'

Piers Taylor of Invisible Studio - architect, broadcaster and academic: (pictured above)



Case Study 4

Forests for everyone

The Forestry England vision is to connect everyone with the nation's forests so having accessible paths, events and facilities is vitally important.

Accessible viewing platform at Sherwood Pines Forest



We continually aim to improve our offer installing more Changing Places toilets and creating a new Inclusive Recreation Infrastructure Design Guide - working alongside the Sensory Trust - to assist site managers and designers in improving the accessibility of our sites. Not every trail can be fully accessible but each of our 25 Forest Centres has a range of accessible trails, and we love to hear stories of people using them, like Charles who reached the top of Dodd Wood Summit on New Year's Eve on three wheels.

We believe that inclusion needs to go hand in hand with action and our Forest Live events showcase the accessibility provision we aim to provide - ensuring we cater for the needs of everyone who may need additional support to attend our events or sites.

At our Forest Live events we offer:

- Accessible parking
- An accessible entrance closer to the arena with shorter queues and
- An accessible viewing platform
- At the accessible viewing platform, we have accessible toilets for anyone with an accessibility need
- Discrete wristband access to toilets
- Personal Assistant tickets.

It is important to us to continually listen to feedback and improve our accessibility. We are working towards our Attitude is Everything charter. The Charter provides a framework built around Bronze, Silver and Gold awards examining all aspects of making live music venues and events accessible. When we are able to resume our concerts, we aim to join Glastonbury Music Festival in going for gold!



I just had to put finger to iPad to congratulate you on the fabulous Paul Weller concert that I attended last night. I am a disabled wheelchair user and my goodness, I felt like royalty! The staff were so helpful and everything was brilliantly organised. Nothing was too much trouble. The disabled area was well thought out and managed and I thoroughly enjoyed the event. This has to be THE BEST outdoor event I have ever been to in terms of organisation, congratulations to all involved!"

Making a wish come true

At Thetford Forest we worked with the Ambulance Wish Foundation, who seek to make the impossible, possible, to enable a terminally ill person to come to the Paul Weller concert.



Dodd Wood Summit.
Never thought I'd
see that view again.
Paralysed since 2006
- I feel like I'm on
top of the world."

Charles Dean, pictured right



Below: Fully accessible trails
in Haldon Forest, Devon



Case Study 5

Volunteering – Giving out, bringing back

At the Forestry Commission we have over 4500 volunteers a year working on our sites carrying out practical conservation, maintenance of walking and mountain bike trails, vegetation management, wildlife surveys or welcoming visitors to the estate. We also offer our staff three volunteering days a year and many choose to use their days supporting events like Forest Live or Westonbirt's Enchanted Christmas.

In Forest Research, Steve Penny has been awarded an MBE for his volunteering work with Scottish Mountain Rescue and his local mountain rescue team. He explains that volunteering has not only helped him to learn new skills but has also benefited his colleagues too:

"Over thirty years ago, when I was working for the Forestry Commission in Dumfries and Galloway, I started to volunteer with the local mountain rescue team. Supporting my local community and helping others has always been important to me. At that time, the support I received from my local managers was key, especially since being a volunteer responder is generally very different to many other types of volunteering commitment.

As a responder, we may be called out to assist those in distress at any time and this places additional demands on volunteers and their families – and of course work colleagues. On top of that, we often deal with potentially traumatic incidents and then return to the workplace – and sometimes a little bit or sometimes a big bit, of that incident will have seeped into us.

I have always had an interest in the psychological impact that being a volunteer responder can have on us and those around us. I have experienced the benefits of raising awareness, sharing my knowledge and understanding of these potential impacts on volunteers. I am involved in national working groups and

projects which support emergency responders. I am privileged to volunteer as Wellbeing Officer for Scottish Mountain Rescue and to sit on a working group for a project led by the Duke of Cambridge.

I feel that I have been able to use my experiences to benefit the Forestry Commission. Initially that was sharing work on dealing with potentially traumatic incidents when I worked in Forest Enterprise Scotland, but more recently in helping my colleagues in Forest Research to establish a Wellbeing Commitment, a Wellbeing Framework, a Wellbeing Hub and a network of Mental Health First Aiders.

The experiences gained though my years of volunteering have helped me to be more open about the challenges I have faced and to help others to find ways to be more comfortable with sharing their stories as well as their concerns. Stigma, and self-stigma can be a barrier to sharing our stories and there will always be work to do to challenge this.

Volunteering is generally good for us – and if it's good for us then it spins off to be good for the Forestry Commission. It's a win-win situation."



“

Volunteering is generally good for us – and if it's good for us then it spins off to be good for the Forestry Commission. It's a win-win situation.”

Steve Penny, Forest Research, and volunteer with Scottish Mountain Rescue

Case Study 6

Creating inclusive cultures

In 2019 we carried out a Staff Engagement Survey across the Forestry Commission, ranking us as an 'Employer of Choice'. We used the data and feedback our staff had given us to make improvements, with departmental action plans tackling issues such as communication, leadership and employee workloads.

We take any allegations of bullying, harassment and discrimination very seriously and our staff survey showed that a very small minority of staff had experienced this behaviour in the last 12 months.

Building on the recommendations of the Sue Owen review, which calls for a culture where people can 'report poor behaviour without fear of reprisals for themselves,' Forest Research set up a network of Bullying, Harassment and Discrimination Ambassadors. This network acts as a first point of contact for those who feel they have experienced harassment bullying or discrimination, pointing them in the direction of impartial trained staff to listen to their concerns, provide information on policies in this area, and signpost to sources of help and support.

A diverse range of volunteers came forward to be an Ambassador, representing different locations, pay grades and expertise areas.

Following a robust selection process, the new Ambassadors received initial training to increase their knowledge and understanding of bullying, harassment and discrimination, providing them with the skills and confidence to take appropriate action in their Ambassador roles.

All the Ambassadors successfully completed the training, and the new support network was launched in November 2019, coinciding with national anti-bullying week.

Since then, the HR team have highlighted the role of the Ambassadors raising awareness of the network and embedding it into the business. The Ambassadors meet regularly to support each other, share learning and best practice, integrating their work into the wider Forest Research Wellbeing offer and resources.

A similar programme is now being launched in Forestry England, Forest Services and the Commissioners' Office, with staff being trained to become 'Inclusion Ambassadors'.



I have had personal experience of similar behaviour and I feel that my empathy would benefit my colleagues in a similar situation. I want to make our working environments free of such behaviours - everyone deserves to be treated fairly and respectfully as a human being first and foremost."

Volunteer for Ambassador scheme



Our employees

1619

Employees across the
Forestry Commission



61%
Male



39%
Female



2%
have told us they
have a disability



38%

of those in senior management positions are female

62%



Gender
pay gap



The middle
male salary is
1.35%
higher than the middle
female salary

The average (mean)
hourly rate for males is
6.10%
higher than females

3% **BAME**

of employees from a
BAME background

94%

of staff are white British
(3% have chosen not to disclose)

1.8% **BAME**

of successful applicants following interview
are from a BAME background.

2.9%



of successful applicants following
interview have a disability

65% **40+**

of employees
are over 40

We will continue to use our data sources to drive workplace
improvements (as referenced in our RISE strategy)



Our diversity and inclusion objectives 2020/21

1.

Launch a new Diversity and Inclusion Strategy for 2020-2024

Our diversity and inclusion strategy aligns to DEFRA's group strategy, this approach is focused on improving equality, diversity and inclusion for the benefit of all employees, and citizens across the UK. At the Forestry Commission, with the recruitment required to deliver the England Tree Planting Programme, we have an opportunity to increase our staff diversity, growing a more representative workforce and continuing to develop an inclusive culture. We will work across the organisation to embed diversity and inclusion in all our work, growing in our capability and confidence, making sure we share our learning and best practice to continually develop and improve.

2.

Continue to grow and develop an inclusive culture within the Forestry Commission

We will continue to build on the work of our 'Inclusion Ambassadors' and 'Bullying, Harassment and Discrimination Ambassadors' to promote inclusion, model cultural behaviour change and provide support for staff. We will develop new staff training and roll out the Equally Yours Board Game, which provides a fun, interactive way to learn, addressing our own unconscious biases and increasing employees' understanding of what diversity and inclusion looks like in practice.

3.

Grow and develop our employee networks

We will continue to grow new employee led networks with a focus on disability and carers. Our LGBTQ+ Supporters Network and BAME Inclusion group will continue to champion these networks and support staff alongside reviewing programmes, processes and practice across the Forestry Commission to increase inclusion, disseminate good practice and share learning.



4.

Increase welfare provision across the business

Working alongside our Women in Forestry Programme, we will increase our welfare provision for everyone working in our forests, ensuring all facilities are appropriate for use, regardless of age, gender and ability.

5.

Increase our employee Diversity Data Declarations

We will continue to build a culture of trust we will encourage staff to update their diversity information which will in turn help us understand the diversity of our workforce and positive steps we can take to increase the diversity of our organisation.

7.

Wellbeing

We will continue to embed wellbeing into everyday work empowering all staff to proactively manage their wellbeing. We will raise awareness of the staff wellbeing offer and offer training events to senior leaders, enabling them to have supportive wellbeing conversation with their teams. This work will continue to support our aspirations to attain Gold, in the MIND Workplace Wellness Index.

6.

Continue outreach to diverse communities

Across the business, we will continue to develop partnerships with communities and established groups to broaden the diversity of visitors who access the forest estate, our current talent pool and potential employees of the future.

Conclusion

At the Forestry Commission, diversity and inclusion is part of who we are and the way we work. While we know there is more we can do to improve, we also have a lot to celebrate.

We continue to build on our excellent external work around outreach, accessibility and inclusion for customers and visitors highlighted in our case studies. This year we have also seen significant progress in building new employee networks, supporting inclusive cultures and behaviours and working to build a diverse and inclusive work environment that values each member of staff, for what makes them unique.

In 2019, our staff engagement survey received an excellent response rate of 85%, up 7% from our survey in 2017. The Forestry Commission received an index score of 81% - when people are asked how proud they are to work for the Forestry Commission, whether they would recommend it as a place of work and if they feel a strong sense of belonging to the organisation. This is nearly 10% higher than the civil service average. The Forestry Commission is recognised by its employees as an Employer of Choice, gaining a score of 3.11 out

of 4 compared to a civil service average of 3.01. We are extremely proud of the progress made in ensuring that the Forestry Commission is a great place to enjoy a fulfilling work life.

Our pay gender gap continues to improve with the average pay gap falling from 18.9% four years ago to 6.1% this year. This is caused by an increase in female representation in more senior grades across the organisation.

There are challenges and areas where we need to work harder to see improvement, and we are focusing on increasing the representation from Black, Asian and Ethnic Minority communities both in our staff base and in our visitor numbers. This is something we are committed to improving on alongside an outreach strategy raising awareness of the diverse range of careers available in forestry to under-represented communities.

We look forward to reporting on further progress in our 2020-2021 report.

If you would like further information on this report or require this report in an alternative format, please do not hesitate to contact our Wellbeing and Inclusion Team on **diversity@forestryengland.uk**



Recruitment data

The tables below include employment data collected between 1 April 2019 and 31 March 2020 for Forestry Commission employees. As at 31 March 2019, the Forestry Commission had 1619 employees.

Disability

	Yes %	No %	Prefer not to say %
Total Applicants	5.5%	91.1%	3.3%
Interviewed	4.8%	92.5%	2.7%
Successful	2.9%	94.5%	2.6%

Ethnicity

	BAME %	White %	Prefer not to say %
Total Applicants	8.8%	87.8%	3.4%
Interviewed	1.8%	94.1%	4.1%
Successful	1.8%	94.5%	3.6%

Gender

	Male %	Female %	Prefer not to say %
Total Applicants	60.7%	37.2%	1.9%
Interviewed	52.3%	45.7%	2.0%
Successful	50.4%	47.8%	1.8%

Age

	39 or below %	40 or over %	Prefer not to say %
Total Applicants	64.2%	33.3%	2.5%
Interviewed	62.7%	34.5%	2.7%
Successful	63.9%	33.6%	2.6%

Data on 31 March 2020 taken from Forestry Commission HR Systems



For alternative formats,
please get in touch.

Call 0300 067 4000 or email
diversity@forestryengland.uk

For all other enquiries contact:

Forestry Commission
620 Bristol Business Park
Coldharbour Lane
Bristol BS16 1EJ

0300 067 4000
nationalenquiries@forestrycommission.gov.uk

Find the Forestry Commission on **[gov.uk](https://www.gov.uk)**

