

# Annex C – Key resident and workforce equality, diversity and inclusion (EDI) statistics

- This document presents key data to the Cabinet that supports our case Surrey County Council to lead a radical EDI agenda. It is not exhaustive, but it highlights key issues that support the rationale for an increased focus on EDI.
- Data has been sourced from:
  - Organisation Strategy 2021-26
  - Surrey Health and Wellbeing Strategy
  - Covid-19 Community Impact Assessment
  - Population data, including Census 2011 and mid-year population estimates
  - SCC workforce and Member data

All based on latest data as of November 2020

# We need to deepen our understanding and further support residents at risk of being left behind



**A 14 year gap** in healthy life expectancy between the some wards in Surrey



An ageing population with growth in over 65s, including **29% growth in over 85s by 2030**, leading to more demand on services for vulnerable older people



The average GCSE Attainment 8 scores for children on Education, Health and Care Plans in Surrey in 2018-19 was **three times lower** than the wider pupil population



**37% of 16 – 34 year olds** are experiencing worse mental health, such as stress or anxiety, from the pandemic.



Surrey's employment rates for adults with learning disabilities **has decreased by 35%** since 2011



There were 1,931 incidents of hate crime in Surrey recorded by Surrey Police in 2019-20, **an increase of 92%** since 2015-16. 72% were racially motivated, and 12% due to sexual orientation



Black and minority ethnic residents are **much more concerned about the impact of Covid-19** on their finances, health and caring responsibilities compared to the wider population



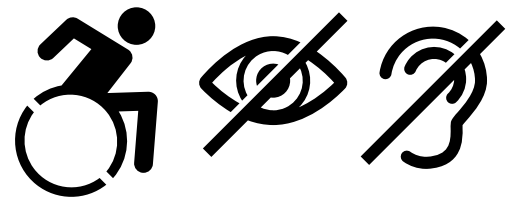
Women are at **greatest risk from domestic abuse**, particularly young women aged 16 – 24, pregnant women and those with young children, older dependent women and those with a long-term illness or disability. There has been a sharp increase in incidents during the pandemic

# We need to tackle barriers to developing a diverse workforce and inclusive culture

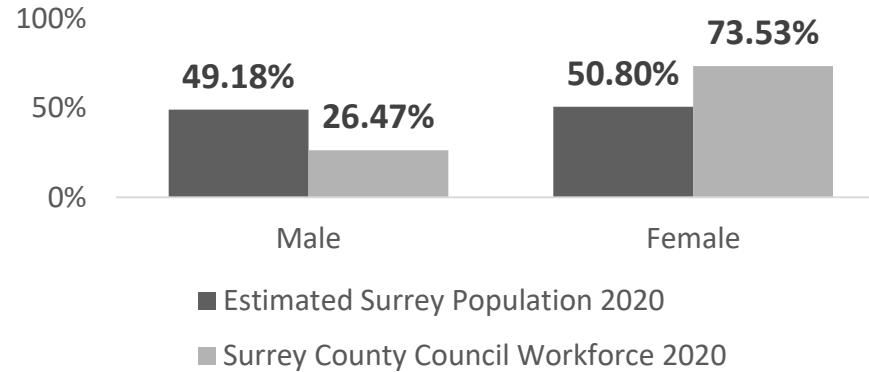
**9.6%** in community vs **<1%** in management

While the proportion of workforce from black and minority ethnic backgrounds is broadly representative of Surrey's population, they make up **less than 1% of senior managers**

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14% of residents have either a long-term illness or disability, but **only 3% of SCC's workforce** have declared they have one



Women are over-represented in SCC's workforce, but there is a significant **Gender Pay Gap, which was 16.8% in March 2019**

13.8% of SCC's FTE are aged 30 or below, against a target of 16%. However, colleagues aged 25 or under represent **only 5% of the workforce.**

**5%** workforce vs **6.3%** community

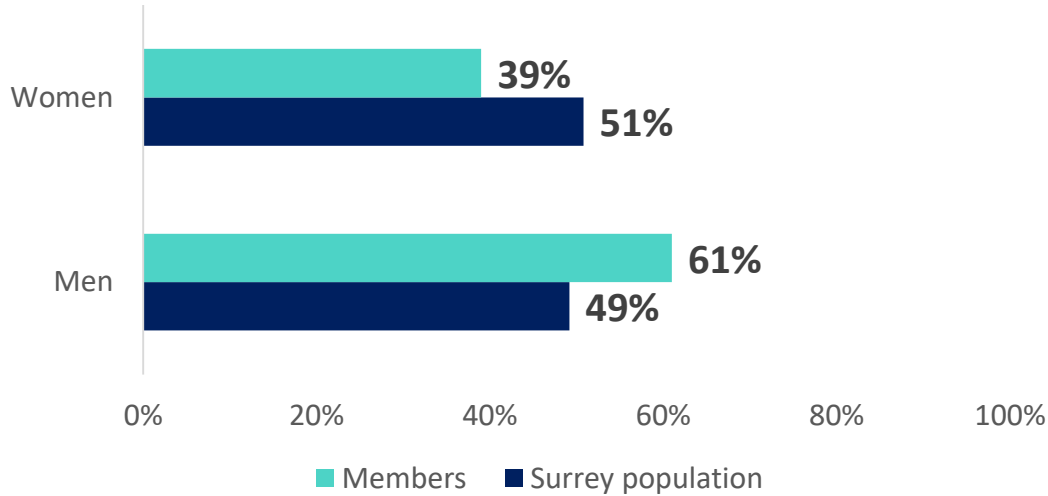


You are **less likely to be successful in a job application** to Surrey County Council if you are aged 20 – 24, a man, BAME, LGBTQ+ or disabled

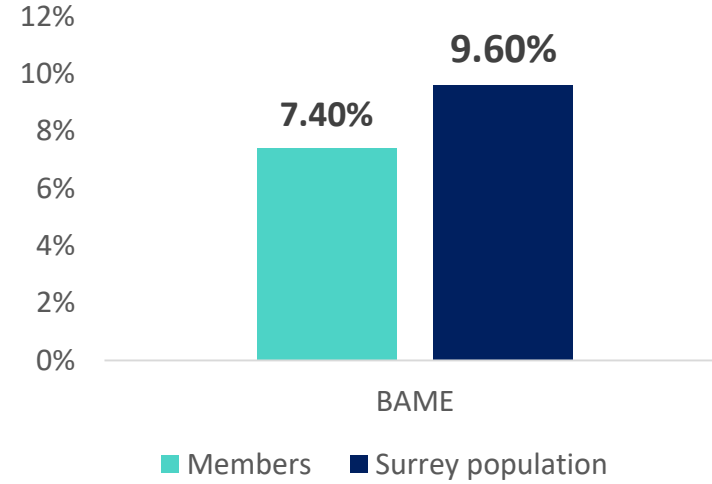
You are **more likely to be involved in a formal HR procedure (e.g. disciplinary or grievance)** if you are BAME, disabled, a man, aged 40 – 49 or 60 – 69 or LGBTQ+



# We could do more to strengthen diversity among Members

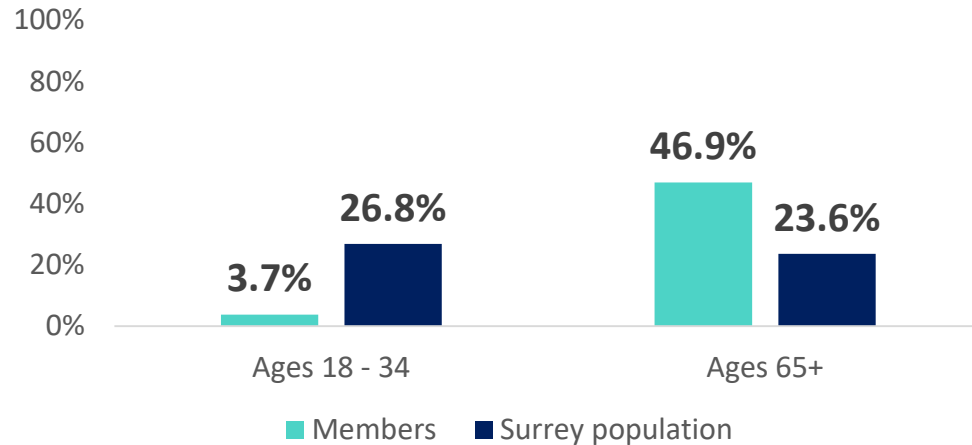


Women are under-represented in the council's membership compared to the Surrey population

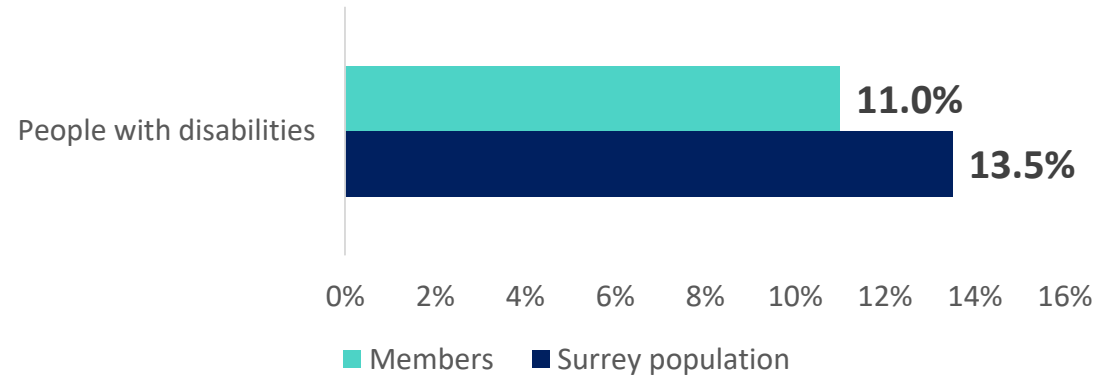


BAME Members are under-represented

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Young people below the age of 34 are under-represented, and over 65s are over-represented



The proportion of Members with disabilities are slightly under-represented compared to the Surrey population