

CABINET – 30 April 2019**PROCEDURAL MATTERS****Members Questions****Question (1) Fiona White (Guildford West):**

Surrey County Council has a statutory duty as a public body to publish annual reports detailing the Equalities and Diversity Profile of the employees as per the Equality Act 2010. Can the Cabinet Member responsible therefore please explain why Surrey has not published an annual report since February 2016 onto the external Surrey County Council Website? Can the Cabinet Member also tell me when the Surrey Gender Pay Gap report will be available on the public website, given this has not been updated since March 2018 either?

Draft Reply:

The Workforce Equality and Diversity Profile as at February 2016 is posted on the Council's website. As a result of movements in the staff responsible for the collection, collation and formatting of the base data required to prepare the reports, data for 2016/17 and 2017/18 has only recently been available for publication. These profiles have now been published on the Council's website. The profile for 2018/19 will be online within 2 weeks.

In order to address this situation going forward, as part of the restructure of the HR&OD service, additional capacity will be in place to support our work on Equalities, Diversity and Inclusion. In addition, an equalities and diversity audit is being commissioned to provide a baseline position, against which improvement can be assessed. This audit will be complete by end July 2019.

With reference to Gender Pay Gap reporting, public sector organisations are required to publish data as at 31st March each year (the 'snapshot date') and have to do so within 12 months of the 'snapshot date'. In accordance with these provisions, the Council's Gender Pay Gap report for the municipal year ending 31st March 2018, was published and posted on line on 26th March 2019

Ms Charlotte Morley
Cabinet Member for Corporate Support
30 April 2019

Question (2) Stephen Cooksey (Dorking South & the Holmwoods):

Could the Cabinet Member provide details of the accessibility of the 600+ sets of traffic lights around Surrey, specifically in relation to audible and tactile indicators? Are there plans to make these crossings more accessible and safer for all to use?

Reply:

All of our traffic signals are designed to be accessible and safe for blind or partially sighted pedestrians.

All of our Traffic Signals which feature pedestrian push buttons to call a dedicated pedestrian crossing phase include a rotating tactile knurled cone located underneath the push button unit. These rotate when the steady Green Man is illuminated to assist a blind or partially sighted pedestrian. On some older Traffic Signals there may not always be a tactile cone on every push button unit, however there should always be at least one tactile cone for each side of the crossing. All organisations for the visually impaired are aware and very familiar with these devices.

A large majority of our Traffic Signals also include audible warnings to assist blind or partially sighted pedestrians and indicate when it is safe to cross the road. Where there are more than one pedestrian crossing point that run separately from each other at the same location, we do not use audible warnings because if there were audible warnings at these locations there is a risk that a blind or partially sighted pedestrian could hear the audible bleeper from another crossing and step into the path of live traffic.

If any resident wishes to report an issue with any audible warning or tactile cone at a specific pedestrian crossing point, they can do so via the '*Report It*' tab on Surrey County Councils website.

**Mr Matt Furniss
Cabinet Member for Highways
30 April 2019**