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

- This document presents key data to the Resources and Performance Select Committee 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



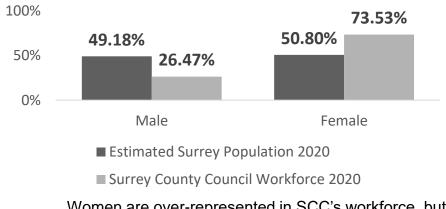
Women are at **greatest risk from domestic abuse**, particularly young
women aged 16 – 24, pregnant women and
those with young children, older dependent
women and those with a long-term illness
or disability. There has been a sharp
increase in incidents during the pandemic

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

9.6% 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



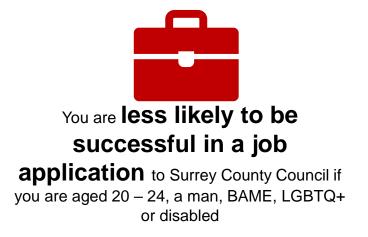
Women are over-represented in SCC's workforce, but there is a significant **Gender Pay Gap, which** was 16.8% in March 2019

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% vs 6.3% workforce community



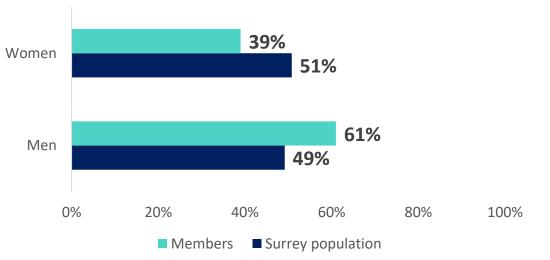
14% of residents have either a long-term illness or disability, but **only 3% of SCC's workforce** have declared they have one



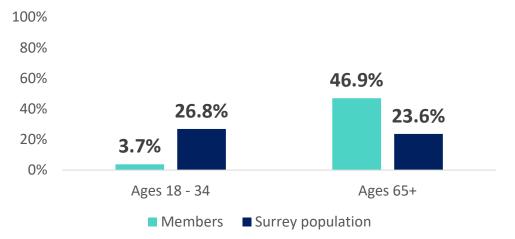
You are more likely to be involved in a formal HR procedure (e.g. disciplinary or grievance) if you are BAME, disabled, a man, aged 40 – 49 or 60 – 69 or LGBTQ+



#### We could do more to strengthen diversity among Members



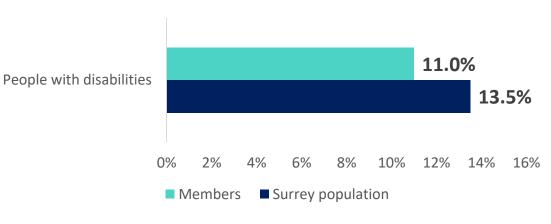
Women are under-represented in the council's membership compared to the Surrey population



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



BAME Members are under-represented



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