

# Surrey County Council

Equalities and Diversity Analysis

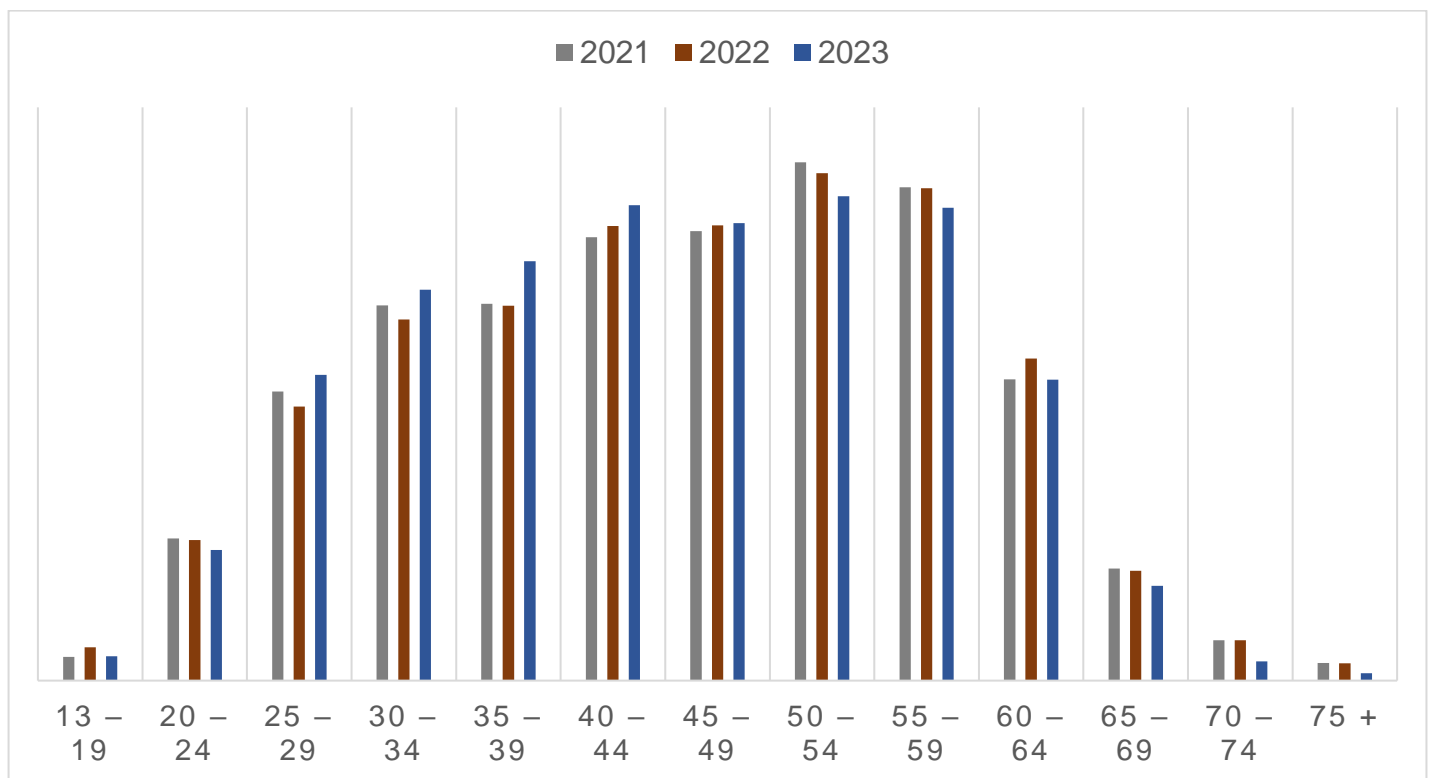
April 2021 to March 2023



**SURREY**  
COUNTY COUNCIL

# Age profile

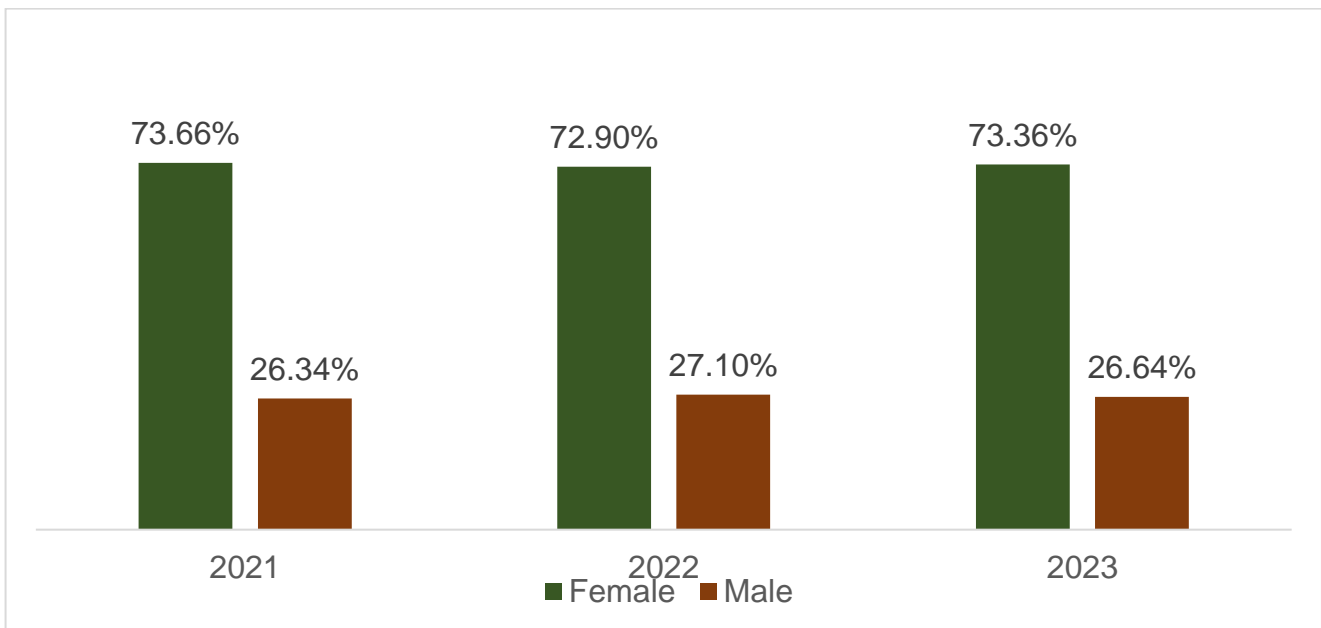
Data below shows the statistics for members of Surrey County Council staff and their Age groups over the last three years.



Age group	2021	2022	2023
13 to 19	0.66%	0.93%	0.68%
20 to 24	3.97%	3.92%	3.64%
25 to 29	8.07%	7.65%	8.53%
30 to 34	10.47%	10.07%	10.91%
35 to 39	10.51%	10.46%	11.70%
40 to 44	12.38%	12.69%	13.27%
45 to 49	12.55%	12.71%	12.77%
50 to 54	14.47%	14.17%	13.52%
55 to 59	13.77%	13.74%	13.20%
60 to 64	8.41%	8.99%	8.40%
65 to 69	3.13%	3.07%	2.64%
70 to 74	1.12%	1.12%	0.53%
75 +	0.49%	0.48%	0.20%

## Gender analysis

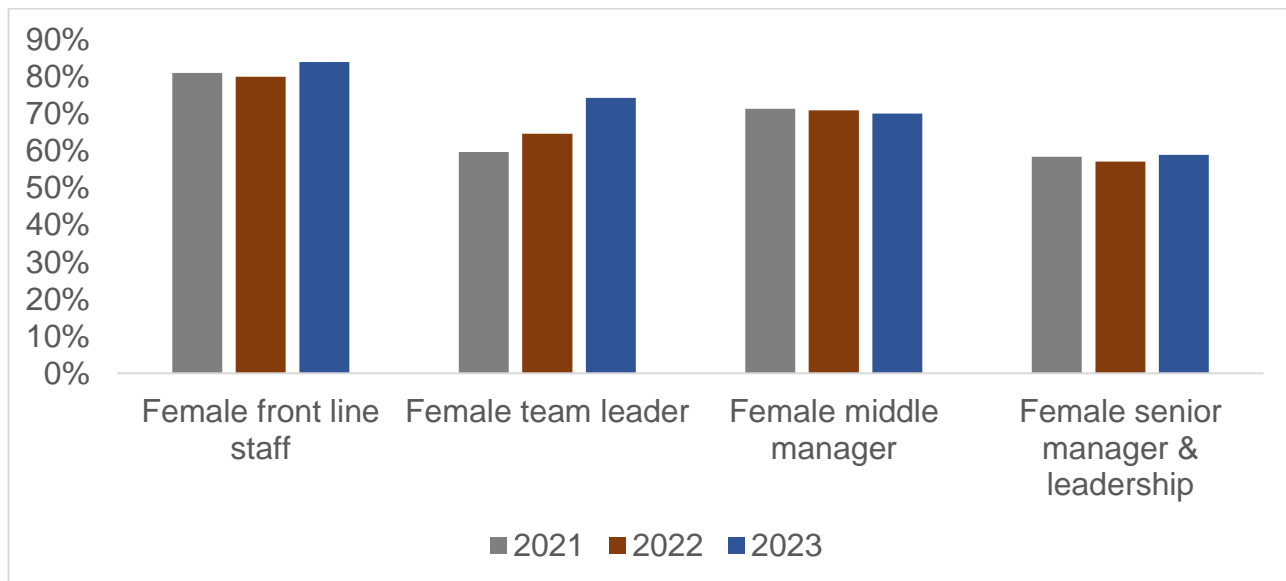
Data below shows the statistics for members of Surrey County Council staff and their Gender representation over the last three years.



Gender analysis	2021	2022	2023
Female	73.66%	72.90%	73.36%
Male	26.34%	27.10%	26.64%

## Gender role profile

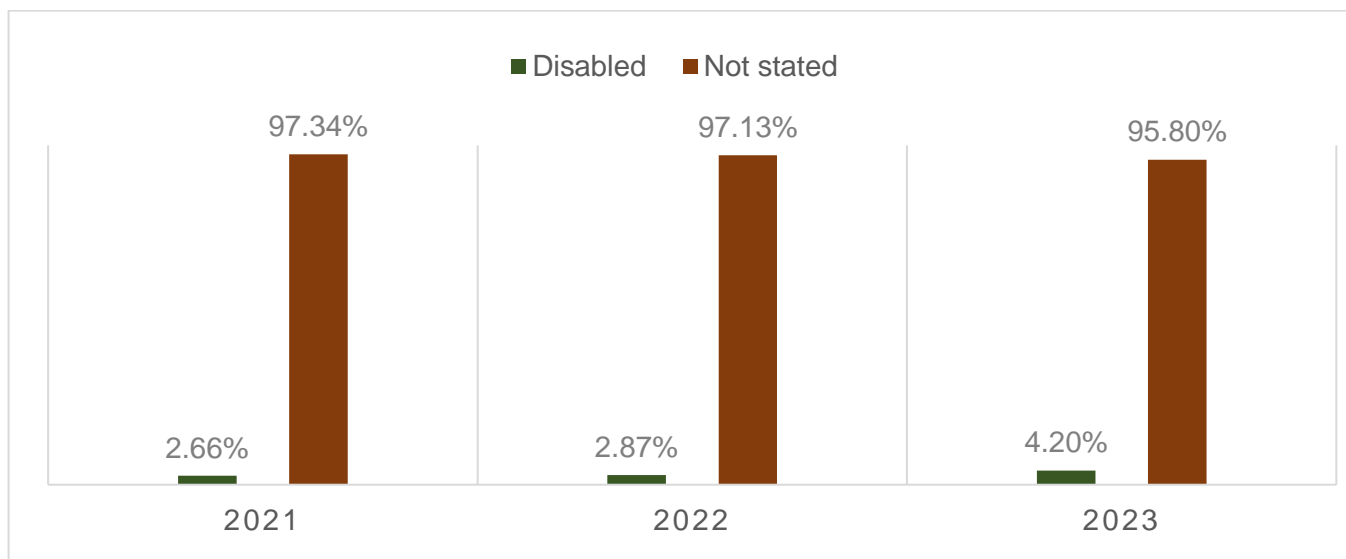
Data below shows the statistics for Female members of Surrey County Council staff and their representation over the last three years, broken down by role.



Gender role profile	2021	2022	2023
Female front line staff	81.03%	80.07%	84.02%
Female team leader	59.70%	64.62%	74.29%
Female middle manager	71.39%	70.94%	70.13%
Female senior manager & leadership	58.43%	57.11%	58.96%

## Disability analysis

Data below shows the statistics for members of Surrey County Council staff who have declared a disability, and those who have not, over the last three years.

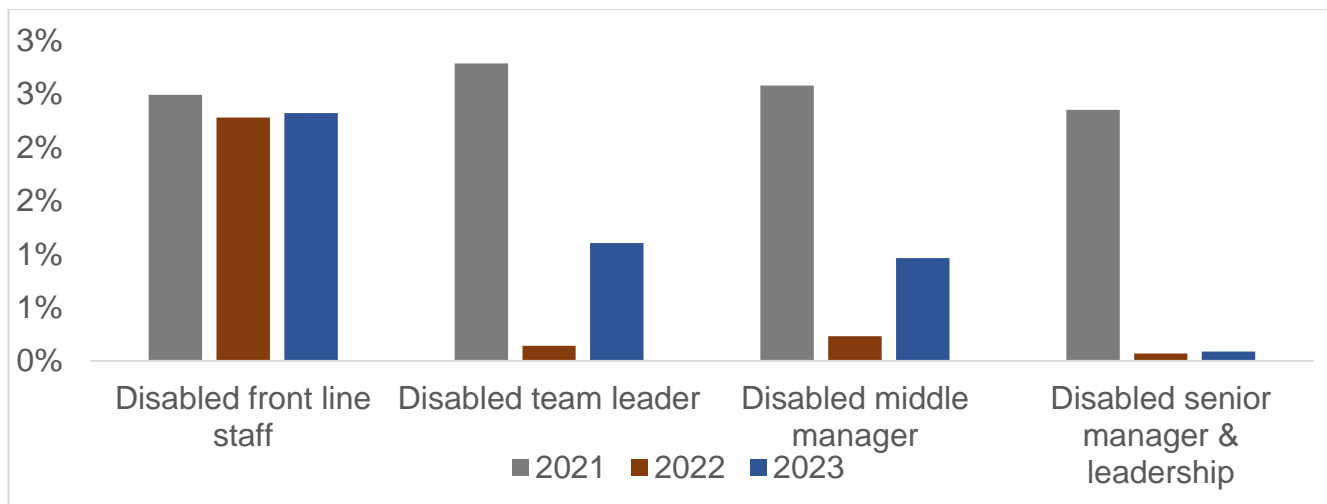


Disability analysis	2021	2022	2023
Disabled	2.66%	2.87%	4.20%
Not stated	97.34%	97.13%	95.80%

## Disability role analysis

Data below shows the statistics for members of Surrey County Council staff who have declared a disability over the last three years, broken down by role.

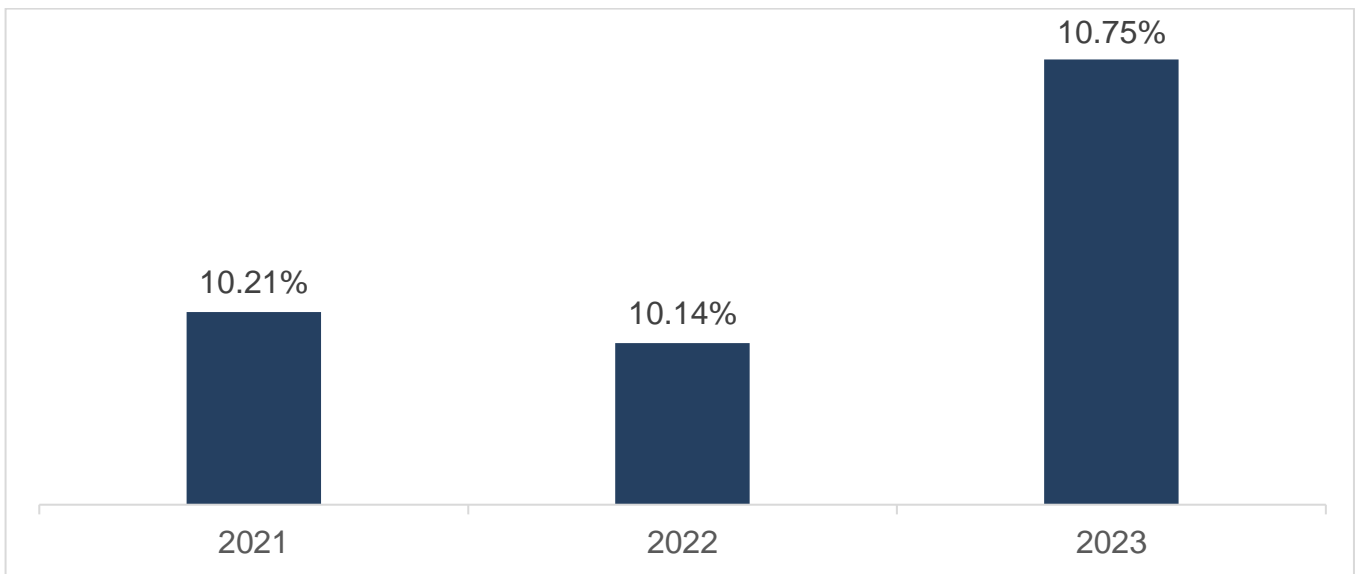
Note: Disability Role Analysis figures for 2022 have been collated using a manual intervention, retaining the appropriate samples, due to a malfunction of the existing legacy system and the implementation of a new Enterprise Resource Planning (ERP).



Disability role analysis	2021	2022	2023
Disabled front line staff	2.49%	2.28%	2.32%
Disabled team leader	2.79%	0.14%	1.10%
Disabled middle manager	2.58%	0.23%	0.96%
Disabled senior manager & leadership	2.35%	0.07%	0.09%

## Ethnicity analysis

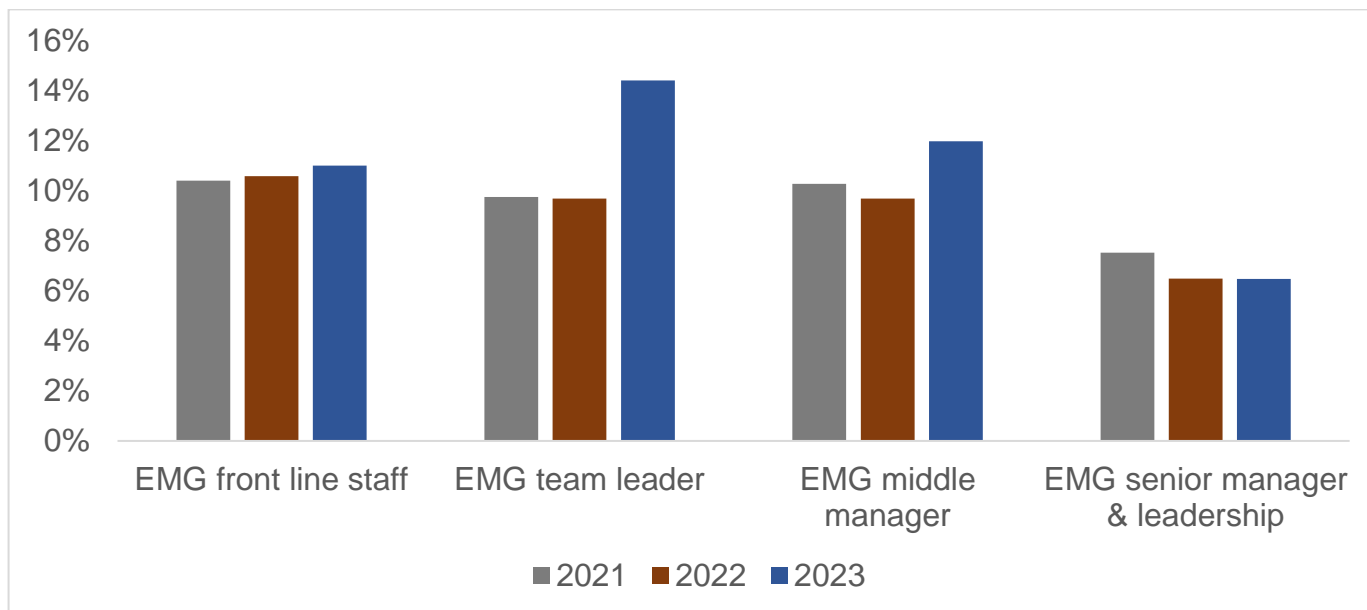
Data below shows the statistics for members of Surrey County Council staff from the Ethnicity Minority Group (EMG) community and their representation over the last three years.



Ethnicity analysis	2021	2022	2023
Ethnic Minority Group (EMG)	10.21%	10.14%	10.75%

## Ethnicity role analysis

Data below shows the statistics for members of Surrey County Council staff from the Ethnicity Minority Group (EMG) community and their representation within each role type, broken down over the last three years.

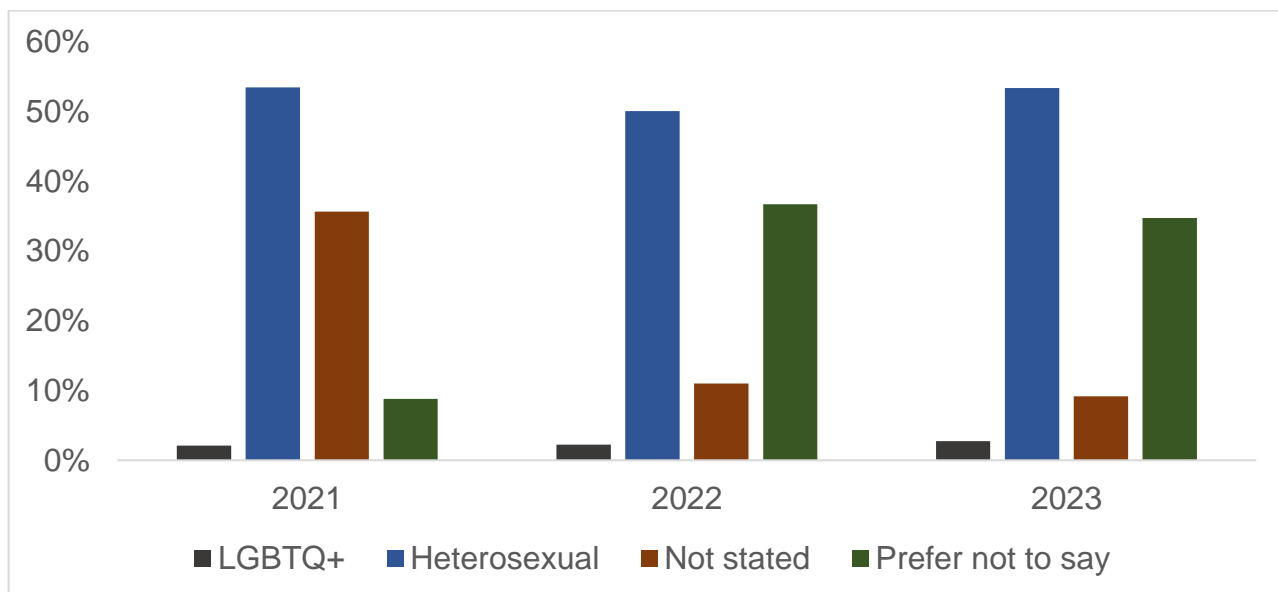


Ethnicity role analysis	2021	2022	2023
EMG front line staff	10.40%	10.59%	11.00%
EMG team leader	9.75%	9.69%	14.41%
EMG middle manager	10.28%	9.69%	11.98%
EMG senior manager & leadership	7.53%	6.49%	6.47%



## Sexual orientation profile

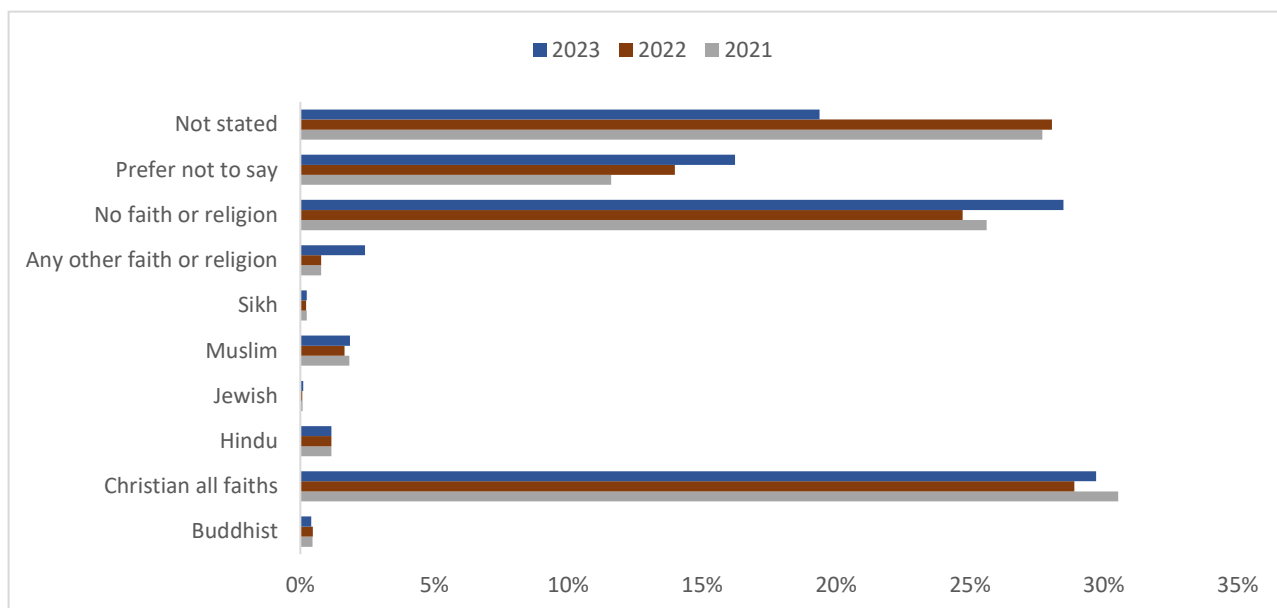
Data below shows the statistics for members of Surrey County Council staff and their sexual orientation representation over the last three years.



Sexual orientation profile	2021	2022	2023
LGBTQ+	2.08%	2.24%	2.75%
Heterosexual	53.46%	50.06%	53.36%
Not stated	35.66%	11.01%	9.16%
Prefer not to say	8.79%	36.69%	34.73%

## Religion profile

Data below shows the statistics for members of Surrey County Council staff and their belief representation over the last three years.



Religion profile	2021	2022	2023
Buddhist	0.45%	0.46%	0.41%
Christian all faiths	30.53%	28.89%	29.71%
Hindu	1.16%	1.16%	1.16%
Jewish	0.08%	0.07%	0.11%
Muslim	1.83%	1.65%	1.85%
Sikh	0.24%	0.22%	0.24%
Any other faith or religion	0.78%	0.78%	2.42%
No faith or religion	25.62%	24.72%	28.50%
Prefer not to say	11.61%	13.99%	16.22%
Not stated	27.70%	28.06%	19.38%