



# LIFE AT SURREY



# Welcome

There has never been a better time to join us here at Surrey. We have made great strides in our transformation over the past couple of years and have bold plans to go further so that we can deliver the best possible outcomes for our residents. We are ambitious about the impact we can have in mitigating climate change, delivering good Green growth and more sustainable transport. We continue to invest in major infrastructure programmes and are leading the way in our efforts to support the economy as we come through COVID. We are passionate about making a difference to children and young people, keeping them safe, enabling them to thrive and reach their full potential. Our Agile ambitions, which stood us in good stead throughout the past few months, have opened up a window of new opportunities, utilising a variety of digital and virtual platforms to enable interaction and collaboration whilst working remotely. Our work in the equality, inclusion and diversity arena is also going from strength to strength, with an LGBTQI+ network and Disability network recently added to our existing Women's, Youth, BAME and Wellbeing networks. Our mantra that

**"NO ONE LEFT BEHIND"**

as the council strives to tackle inequalities across the county and communities applies equally to those working for us, so we welcome staff who share our values and are as passionate as we are about delivering quality services across the board.



**JOANNA KILLIAN**  
CHIEF EXECUTIVE

# Personal DEVELOPMENT



## **Emma Slade - Early Careers Consultant:**

If you're early in your career, SCC really value the new ideas, skills and knowledge you bring to our organisation. Whether you've joined us from school, college or university, we want your introduction to the world of work to be a positive and supportive experience. We encourage you to join our Early Careers Network where you can network with colleagues who are also early in their careers, attend events and find out about the opportunities and benefits available to you as an SCC employee.

If you're on an apprenticeship, you'll also receive training and support from one of our partner training providers so that you become qualified and experienced in your chosen career.

## **Mariam Nikpour - Performance Consultant:**

We want to help you thrive in your new career at Surrey County Council. To achieve this you will receive information and guidance during your first month from your manager, peers, nominated buddy and both the HR and IT teams. Our leadership team host monthly new joiner welcome sessions with an opportunity to ask the questions that are important to you, alongside our online new joiner community where you can network and seek support.

You will complete role-specific and organisation-wide mandatory training during your early weeks and be encouraged to identify and pursue development opportunities to continue your career progression.



**I AM SHOWN  
THE RESPECT AND  
TRUST TO DEVELOP MY  
OWN FLEXIBLE WORKING  
PATTERN.**

ALEX MACKAY-  
WORKFORCE MANAGER





**SARAH KERSHAW**

EXECUTIVE LEAD FOR EDI

## WHAT DOES EQUALITY DIVERSITY AND INCLUSION MEAN TO US?

We want to create a working environment that celebrates and embraces difference, enables a sense of belonging, and ensures that no-one gets left behind. We want all our staff to feel comfortable bringing their whole selves to work. Surrey is a place where diversity is celebrated and inclusion is embedded within everything that we do. The residents we serve should feel respected, listened to, and valued as members of our community.

To achieve this we need the voices and opinions of our workforce to influence how we work, and we therefore encourage staff and especially anyone new to the organisation to join any of the networks you see throughout this handbook either as someone with lived experience, or as an ally. You can use our intranet platforms to do so or reach out to our network leads who would welcome any interest or support.

Please click the link to check out our [Equality, diversity and inclusion action plan 2021 to 2022 - Surrey County Council \(surreycc.gov.uk\)](#)



# Employee RESOURCE GROUPS



## WOMENS NETWORK

"The Women's Network is an opportunity to come together to share experiences and act as champions for gender inclusion. The network is chaired by the Chief Executive and aims to create an inclusive space to support, empower and champion all genders. We aim to take an intersectional approach, recognising that everyone has their own unique experiences of discrimination and oppression and advocating for equality, diversity and inclusion across multiple identities and groups. We meet quarterly and run a mixture of workshop sessions, public speakers and networking events." - **Barbara Anu, Network Lead**

## CARERS NETWORK

An estimated 1 in 7 of any workforce will be caring for someone who is older, disabled or seriously ill. Our Staff Carers Network is for all those employees who juggle working life with their caring role. Our network provides a platform for staff carers to share experiences, develop support and collaboration, and we aim to champion improvements to the working environment of working carers. We seek to ensure employees with caring responsibilities are recognised and supported through all Surrey's policies to build a positive and inclusive workplace for staff who are, or will become carers. Surrey is a Carer Confident (level 1) accredited employer."

- **Lisa Woodruff Truscott & Ron Critcher**



## DEAF/BSL NETWORK

"Our Deaf Employee Network may be the smallest of the Surrey Networks, but nothing will stop us from making changes! Seeing our sister Network for Disabilities (DENIS) launch, gave us the fuel to launch the Deaf Employee Network, as the communication barriers faced by Deaf and Hard of Hearing employees are a different set of issues. We welcome any Surrey employees who are Deaf, or Hard of Hearing, or are fluent in BSL, are learning to sign or have an interest in learning, to join our Network, as we work to break down communication walls and turn them into bridges, for all Deaf people, including Hard of Hearing people. Watch out World, as the new BSL Act for England when signed by our Queen, will give us even more determination!" - **Andrew Jordan**



# Employee RESOURCE GROUPS



## LGBTQI+ NETWORK

Our LGBTQI+ Network has already had great success. From celebrating and sponsoring Surrey Pride and the fantastic events that ran alongside it such as dance clubs, virtual speed dating and raising our very own rainbow flag over County Hall, we also tackled the wide range of subjects surrounding or influencing some or all in the LGBTQI+ community. Through open and honest conversations about equality in the workplace, our network continues to add invaluable input to the narrative around EDI whilst celebrating, valuing and encouraging difference.



## MEGA NETWORK

The Minority Ethnic Group and Allies Network was put in place to support the Council's agenda to create a more inclusive organisation, as well as provide a space for the Network to come together to share knowledge, skills, experiences and learning about their professional journey within the workplace. This Network is not just for those who may identify as being from an ethnically minoritized group, but those who may have lived experience, skills or expertise that could contribute to our aims and objectives.



## DISABILITIES NETWORK

Did you know that approximately 20% of the UK working age population is disabled? Our network aims to raise disability awareness across Surrey County Council, helping everyone to understand reasonable adjustments and the rights of disabled workers. We provide a safe space for disabled staff to share their experiences, empower each other, and directly contribute to positive change in the organisation through our involvement as lived-experience experts in a variety of workstreams.





**We're an ambitious organisation striving to support residents and staff to ensure that no one is left behind. We want everyone to feel valued, and we value everyone working together to improve things for people living and working in Surrey.**

NICOLA KILVINGTON - DIRECTOR OF CORPORATE STRATEGY & POLICY

