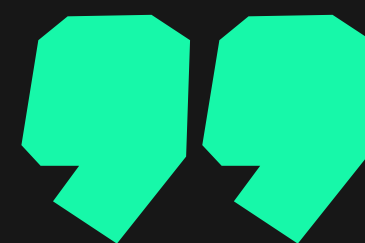


LIFE AT SURREY





**OUR
RESIDENTS
ARE AT THE
HEART OF
ALL WE DO.**

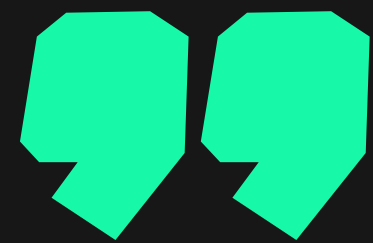
EVELYN TETTEH - CARE
HOME MANAGER



Joanna Killian
CEO

Welcome

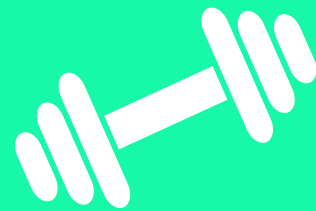
There has never been a better time to join us here at Surrey. We have made great strides in our transformation over the past couple of years and have bold plans to go further so that we can deliver the best possible outcomes for our residents. We are ambitious about the impact we can have in mitigating 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 should be 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.



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

ALEX MACKAY-
WORKFORCE MANAGER

Employee BENEFITS



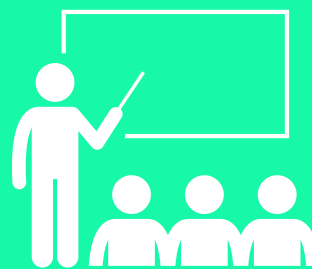
**Gym membership
discounts**



Remote working



Flexible working hours



Training courses



ECO car lease scheme

+ Plus more

Personal DEVELOPMENT



Lien Cross- Apprenticeship Consultant:

As an apprentice at SCC you are a valued member of staff and we want to make your apprenticeship a positive experience. All of our apprentices will be allocated a buddy to support them in their first few months and help you settle in. The Young employee network on Jive is a good place to meet other apprentices and share ideas. You will be involved with organising National Apprenticeship Week and developing activities across the Council. We aim to offer a holistic approach for our apprentices including money management, hints and tips on office etiquette and much more. Our previous apprentices are always keen to support and provide advice on making the most of your apprenticeship.



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 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.

Equality, Diversity & Inclusion



Ali Jafarey
E&D INCLUSION LEAD

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 provides equal opportunity for all. Staff should feel comfortable bringing their 'full selves' to work. Surrey should be a place where different beliefs, life experiences and backgrounds are treated equally. The residents we serve should feel respected, listened to and valued as members of our community'



WOMENS NETWORK

Our Women's Network is a professional and confidential space where a multitude of colleagues from across the council come together to discuss equality, experience and empowerment. Having female representation within our senior leadership team allows for opportunities for women from all backgrounds and careers to come together and help shape the future of the Council ensuring equality is at the forefront of the agenda. Whether it be through external talkers, interactive topics or useful training, I have always felt included and encouraged to discuss my own familiarities of challenges and successes in the workplace.

YOUTH EMPLOYMENT NETWORK

The Young Employees Network(YEN) is a network which pulls together all employees under 30 together to talk, collaborate and share experiences of working in Local Government. The group was set up over a year ago by a few young employees who wanted to build relationships with other young people in the organisation. With a growing number of younger employees working together to stimulate thinking and taking action to raise our profile, we hope to encourage more young people to work and develop their careers at Surrey County Council.



LGBTQI+ NETWORK

Our LGBTQI+ Network took off this year and 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

"Although the Surrey MEGA (Minority Ethnic Group for All) Network is in the early phases of development, it has already done great work to promote the culture and diversity that our BAME colleagues bring to the organisation – through discussions, events and meetings. As we look ahead, we see a key role for the network in helping BAME colleagues in their professional development; supporting wider council commitments to have a far more representative workforce and leadership". - Vincent Anane-Nimoh- Cabinet Policy Advisor



DISABILITIES NETWORK

"Following the success of other networks, a disabled employees network was launched in July 2020 to raise awareness of disability across SCC, ensuring managers and staff understand reasonable adjustments and the help Access to Work can offer. SCC is a member of the Business Disability Forum who provide lots of useful information for staff and managers. With around 20% of the UK working age population with a disability we are focusing on addressing unconscious bias and sharing knowledge of all disabilities including invisible disabilities. Our network is in its early days but we have made some significant steps". - **Vikki Cole - Social Worker**



#SCCLIFE



“
TO ME, SCC DESPITE ITS SIZE IS SOMEWHERE WHERE YOU CAN FEEL VALUES, AND WHERE STRENGTHS IN BEING YOU ARE RECOGNISED - SO WE WANT YOU TO KEEP BEING YOU!
JULIETTE BLAKE - ASSISTANT DIRECTOR

