

Age Equality in the Workplace^{*}

With the working population getting older, the ageing workforce is an important issue for UK employers. In the coming years UK employers will need to prepare for a maturing workforce and will need to work hard to attract and retain these personnel.

With the security of pensions declining and overall health improving, people are choosing to work later in life. Recent legislation has removed some of the traditional barriers related to age and helped reduce discrimination in the workplace. However, as equality means the same for all ages, Investors in People recognise that young people need the same opportunities as others too.

Legislation

The *Employment Equality (Age) Regulations 2006* ensure people of all ages will have an equal chance for training and promotion, whilst removing inequalities in the workplace such as jobs being denied due to age.

In addition, the Department for Business, Enterprise, and Regulatory Reform website includes some helpful fact sheets (originally produced by the former Department for Trade and Industry) covering a number of key issues including overview, vocational training, retirement, and occupational pensions.

Business improvement

ACAS - Age and the Workplace

ACAS has produced a very helpful guide providing employers with further understanding about what the regulations mean in practice, frequently asked questions, as well as advice on recruitment and retaining existing employees. The document also includes more specific information for individuals and examples of checklists and action plans.

Available at the following link:

http://www.acas.org.uk/media/pdf/d/t/6683_Age_and_the_Workplace_AWK.pdf

The Age and Employment Network - Age Stereotypes and Evidence of Discrimination

This document looks at the common misconceptions and generalised assumptions about older workers. From older workers costing more to employ than their younger counterparts to older workers being absent more often, a host of inaccurate points of view are looked at with evidence relating to the reality of the situation.

Available at the following link:

<http://www.taen.org.uk/Publications/TAEN%20Briefing%20Age%20Stereotypes%20and%20Evidence%20of%20Discrimination%20dec06.pdf>

Age Concern - Your Employment Choices

This helpful section of the Age Concern website provides both older workers in employment and those wanting to change careers with key information. Advice ranges from flexible

^{*} As with other areas of equality, there is a huge amount of information about this important issue and this page cannot reflect all issues related to the subject matter. However, we hope our focus on the key legislation, leading campaigners, business improvement and good practice tips regarding age equality in the workplace, are helpful.

working options, to volunteering, and self-employment options. There is also focus on supporting people currently out of work, including recommendations for job hunters and tips on CVs and applications.

Available at the following link:

http://www.ageconcern.org.uk/AgeConcern/info_guide_11.asp

Investors in People - Opportunities from the Ageing Workforce

This article was produced by one of our assessors as part of our work focusing on health and wellbeing at work. The article focuses on the benefits from the changing labour market and the fact that early retirement in most sectors is diminishing.

Available at the following link:

http://www.investorsinpeople.co.uk/Documents/Health%20and%20Wellbeing/2009/HealthWellbeing_articles_March09.pdf

Investors in People - *Equality and Diversity Handbook*

Designed to benefit all organisations, regardless of size or sector, this *Handbook* introduces the ideas behind equality, diversity and inclusion. It examines how implementing those ideas can deliver tangible benefits to an organisation.

Equally relevant to organisations working towards The Standard and beyond, this book is also a valuable guide for organisations simply wishing to develop Equality and Diversity techniques. This booklet published in 2007 is available for purchase via the [Online Shop](#).

Useful links and further reading

Legislation

- **Employment (Age) Regulations 2006** (<http://www.opsi.gov.uk/si/si2006/20061031.htm>)
- **Regulation Factsheet: Overview** (<http://www.berr.gov.uk/files/file29239.pdf>)
- **Regulation Factsheet: Objective Justification** (<http://www.berr.gov.uk/files/file29240.pdf>)
- **Regulation Factsheet: Vocational Training** (<http://www.berr.gov.uk/files/file29243.pdf>)
- **Regulation Factsheet: Service Related Benefits** (<http://www.berr.gov.uk/files/file29244.pdf>)
- **Regulation Factsheet: Redundancy** (<http://www.berr.gov.uk/files/file29245.pdf>)
- **Regulation Factsheet: Retirement** (<http://www.berr.gov.uk/files/file29246.pdf>)
- **Regulation Factsheet: Occupational Pensions** (<http://www.berr.gov.uk/files/file29247.pdf>)

External links

- **Equality and Human Rights Commission** (<http://www.equalityhumanrights.com>)
- **Age Concern** (<http://www.ageconcern.org.uk>)
- **Help the Aged** (<http://www.helptheaged.org.uk>)
- **CIPD** (<http://www.cipd.co.uk/subjects/dvsequ/agedisc/ageandemp.htm>)
- **LDA - Diversity Works for London** (<http://www.diversityworksforlondon.com>)