



## **Are you age aware?**

From October this year new regulations will be in place to protect employees from discrimination and harassment on grounds of age. A new national retirement age of 65 is also being introduced.

Employers will be expected to avoid specifying a minimum or maximum length of work experience in recruitment advertisements as this disadvantages certain age groups.

Neither should they ask for a date of birth on application forms, and when selecting staff managers should be trained to avoid stereotypes, such as the assumption that younger workers do not have management skills and older employees are just coasting towards retirement.

Training should be open to all – older people should not be overlooked, and the same standards of performance should be expected from staff regardless of age.

ACAS (Advisory, Conciliation and Arbitration Service) advises employers when writing appraisal reports to avoid comments like 'does well despite their age' and 'shows remarkable maturity for their age'

Employers are also advised to review redundancy and equality policies in preparation for the new law. If you require any advice or assistance with your review contact Finn Gledhill on 01422 330000.

For further information see the publication *Guidance on Age and the workplace* on the ACAS website [www.acas.org.uk](http://www.acas.org.uk)