

Track Training Tips Number 24

Age Discrimination.

As I am sure most of you know the new 'Age Legislation' has now come into force. I thought a summary of the ' Do's and Don'ts ' may be useful.

- Check all of your Company documents – policies, procedures, forms, application forms – for both direct and indirect discrimination
- Avoid “we seek applicants from 20-30 years old” in your recruitment processes
- Avoid asking for people of a “young outlook” or “of mature disposition”, as this may imply people of a certain age
- Avoid asking for “x years of experience” (this has never been useful anyway!) as it puts a minimum age limit on matters
- Specifying GCSE maths is an issue – older applicants will not have this qualification
- It is more professional to focus on skills and competencies that can be checked with a far greater degree of accuracy during the assessment process
- Review all benefits that are age/service related – are they justifiable?
- The upper age limit of 65 for unfair dismissal and redundancy rights has been removed
- Harassment on the grounds of age is not acceptable, make sure that your policies reflect this.
- If in doubt consult your in-house HR specialists.

Please note-that the next time any of you refer to me as “a boring old _ _ _ _ “ I shall certainly be taking action !

Trust all is well.

Best Regards

Dave Chesters

