

Freedom For All > age discrimination policy

The legislation is contained within the Equality Act 2010.

The legislation protects both old and young employees, there is no age at which someone is considered 'old' or 'young', all ages are protected.

Length of service is clearly linked to age, because younger employees and volunteers cannot have accrued the same length of service as older employees and volunteers. Hence are needs to be taken when using length of service as a criterion in any situation.

In a recruitment situation it is important to consider carefully whether a specific length of service is really required for a job. Only if it can be justified, can specifying a length of service be allowed.

Employees should not be selected for redundancy on the basis of their age. Length of service should not be used as the sole selection criteria for redundancy, but could be used as one of a number of criteria as long as it is not heavily weighted.

Employees can choose not to disclose their age in an application process.

Some people can be very sensitive about their age. Care needs to be taken, therefore, to ensure that people are not teased excessively when approaching a significant birthday. This could amount to harassment.

it is allowed to link benefits to up to five years of service. Linking benefits to a longer period of service would need to be justified. It is safer not to allow benefits e.g. staff discount scheme, based on a length of service of more than five years.

An employee cannot be forced to retire unless the company is justified in introducing an 'Employer Justified Retirement Age'.

Advertisements for jobs, whether advertised internally or externally, would not include a specified age . Care also needs to be taken with the language used in advertisements to ensure that there is no indication that people certain age are being encouraged to apply. For example are looking for young and enthusiastic employees/volunteers.

It will not be appropriate to ask for specific qualifications when advertising for a new recruit or a promotion opportunity, if people of a certain age wouldn't have had the opportunity to study for such a qualification. Always ask for a specific qualification 'or the equivalent'.

