

From October 1st the Employment Equality (Age) Regulations come into force adding to a long list of groups that cannot be discriminated against.

Applicants, employees, contract workers and vocational trainees have the right NOT to be discriminated against. Direct and indirect discrimination, victimisation and harassment are all covered.

In essence, when a person (young or old) is treated less favourably on the grounds of their age they can bring a claim for direct age discrimination.

What does this mean?

Well it means that we need to look into our recruitment policy, no requests for age no matter how oblique can be used.

- > For example forget “we are looking for a dynamic energetic person to work in a fast moving environment” this could imply that we are looking for young candidates.
- > Words like mature are also out.
- > All in all employers now need to focus completely on ability skill or competence required to do a job.
- > Forget stereotypes!

There are also big implications on the insurance based benefits, many of which contain reference to age (PHI, Permanent Health Insurance, stops paying at age 60 or restricted driving on company vehicles) which employers must be mindful of.

Further information

The regulations are available in detail at www.opsi.gov.uk/si/si2006/20061031.htm alternatively please contact your **Alliance Account Manager**.