



A Guide to
**Equality and
Diversity**
in the Third Sector

olmec

Age



EQUALITY STRAND

This chapter on Age has been updated and is taken from the publication by Olmec, *A Guide to Equality and Diversity in the Third Sector (2008)*. The update has been commissioned by the National Equality Partnership. A full copy of the Guide can be downloaded from Olmec's website: <http://www.olmec-ec.org.uk/documents/website%5CPublications%2FGuide%20to%20Equality%20and%20Diversity%20in%20the%20Third%20Sector.pdf>

Age

People are often discriminated against because of their age. It is probably the only strand where it is still seen as socially acceptable to make comments and discriminate against people either because they are too young or too old. Around 29 percent of adults report experiencing age discrimination, more than any other form of prejudice.¹

This section will focus mainly on age discrimination towards older people as this is where the most severe forms of discrimination are often found. Nevertheless, young people often experience age discrimination and organisations that work in this area are signposted in the relevant parts of this section.

Recently, there have been some changes in the law to protect people from age discrimination. However, even without the legal obligations, it makes sense for organisations to seek to excel in their equality policies on age. Demographic changes means that the population is older and it is predicted that by 2026, 53% of the population will be over 65². Third sector organisations could miss out on the talents and experiences of older workers if they discriminate against them.

Moreover, the over 50s form approximately two thirds of volunteers and people aged over 65 account for 31% of volunteers.³ Organisations that rely heavily on them should seek to excel in their policies on age equality. The vast majority of organisations treat their volunteers with the respect and dignity that they deserve. Yet there are still a significant number of organisations that discriminate. A recent study commissioned by *Volunteering in the Third Age* found that 7% of organisations had discriminated against older volunteers and had asked them to leave the organisation.⁴ Often volunteers are asked to retire from their voluntary roles for reasons seemingly not connected to the individual such as the organisation not being able to acquire insurance cover or simply they have an upper age limit on volunteers in place.

On the service delivery front, an ageing population may also imply that there will be more healthcare, care and other services that an older population needs. In the crudest of terms, organisations may miss out on the opportunity to win contracts to provide these services if their policies and practices are not free from age discrimination.

Discrimination on the grounds of age in the delivery of goods and services is currently not unlawful but under the proposals in the Equality Bill, this may change in the future.

Legislation

Employment Equality (Age) Regulations 2006

The regulations came into force in October 2006 and they make it unlawful to discriminate either directly or indirectly on the grounds of age in employment and vocational training. This includes recruitment, promotion, training, redundancy

1. http://www.ace.org.uk/AgeConcern/Documents/Equality_and_human_rights.pdf
2. Older People in the United Kingdom Key Facts and Statistics 2008.
3. Rochester, C. & Thomas, B (2006) The Indispensable backbone of voluntary action: Measuring and Valuing the Contribution of Older Volunteers (VITA: London)
4. Ibid.

and dismissal. Discrimination is permitted where it can be shown that this is being done to achieve a legitimate business aim. It bans unjustified retirement ages of below 65 and removes the current age limit for unfair dismissal and redundancy rights. The regulations prohibit harassment and victimisation that relate to age.

The regulations include:

- a right for employees to request working beyond retirement age and a duty on employers to consider that request; and
- a requirement for employers to give at least six months notice to employees about their intended retirement date so that individuals can plan better for retirement, and be confident that “retirement” is not being used as cover for unfair dismissal.

The regulations are intended to protect both young people and old people equally. Therefore employers cannot discriminate against young people in the same way as they cannot against an older person if the person has the relevant qualifications and experiences to fill that post.

There are some exceptions to the rules. An employer may discriminate on the grounds of age where there is an objective justification to do so or where there is a genuine occupational requirement. Employers are also still allowed to discriminate when it comes to pay: National Minimum Wage legislation allows for a three tier payment system whereby people under 18 and 21 can be paid less than workers aged over 21.

Age is now the only equality strand which is not protected from discrimination in the provision of goods and services. Therefore people can still be refused travel insurance, a place in a hotel and services from a third sector organisation on the grounds that they are older or younger. There is also no age equality duty. However, this will change with the introduction of the new Equality Duty.

Resources

Age and the Workplace: Putting the Employment Equality (Age) Regulations 2006 into Practice (ACAS)

ACAS has produced guidelines for employers on the new regulations which can be downloaded from their website. The guidance also includes information for individuals that want to make a claim. In the annexes there is information on impact assessment, monitoring and information on what to do if someone wants to extend their employment beyond the normal retirement age.

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

Managing Age: a Guide to Good Practice Employment (TUC and CIPD)

A joint publication by the Trade Union Congress and the Chartered Institute for Professional Development, this guide was written to explain the new regulations to companies and other employers. It was produced following consultations with focus groups on what employers find confusing in the legislation.

<http://www.tuc.org.uk/extras/managingage.pdf>

Age Equality (Trade Union Congress)

The website contains information on age related discrimination. This is a useful resource for employers and employees alike as it explains some of the issues on age discrimination legislation clearly and has links to other websites and sources of information.

<http://www.tuc.org.uk/equality/index.cfm?mins=437>

Mind your language - a guide to getting recruitment right (Employers Forum on Age)

A booklet helps organisations think about recruiting in line with legal obligations.

http://www.efa.org.uk/publications/downloads/1825v3_EFA_AppForm_Notes.pdf

Skills Assessment: a Self Assessment Toolkit for Older Workers (Fair Play for Older Workers)

A toolkit that helps older workers assess their skills and how they would be able to use these skills in different roles.

<http://taen.org.uk/resources/view/57>

The Age Employment Network

This website has a number of resources on work and age for both employers and individuals. A lot of this work describes the benefits that older workers can bring to the organisation.

<http://taen.org.uk/resources/category/2/Work>

Volunteering in the Third Age (Women's Royal Voluntary Service)

The Women's Royal Voluntary Service set up the Volunteering in the Third Age project. This was a three year project to find out more about why people volunteer when they get older, what motivates them to do this and what

barriers they face. Their work is very important to organisations that have older volunteers. WRVS' website contains case studies and publications which include:

www.wrvs.org.uk/vita/assets/VITA%20Final%20Report.pdf

The Indispensable backbone of voluntary action: Measuring and Valuing the Contribution of Older Volunteers (Rochester, C. & Thomas, B)

A report on a survey of members of Volunteering in the Third Age and Volunteering England which aimed to establish the scale of contribution made by older volunteers to the work of voluntary organisations and statutory agencies.

<http://www.wrvs.org.uk/vita/assets/Indispensable%20Backbone%20Report.pdf>

Barrier or opportunity: insurance for older volunteers (Unell, J., June 06)

This report presents the findings of a short study on insurance arrangements for older volunteers.

http://www.wrvs.org.uk/vita/assets/barrier_or_opportunity.pdf

Older Male Volunteers in Social and Community Action (Cutts, A.)

This is a report on a study which looked at the experiences of older male volunteers, in particular focusing on the reasons why they started volunteering, their views on the possible barriers to volunteering and how organisations could develop more effective recruitment strategies for encouraging older men to volunteer within their organisations.

Older male volunteers in social care and community action

Volunteering in Retirement: a Report on a Programme of Work (Benyon, C)

A report on a programme of work to enable better partnership between organisations working with older people.

http://www.wrvs.org.uk/vita/assets/volunteering_in_retirement.pdf

Youth at the Table Training Pack (British Youth Council)

This is a six part training pack which helps young people get involved with an organisation's governance. The pack can be ordered from the British Youth Council who will deliver this training at an organisation's own premises.

http://www.byc.org.uk/view.php?parent_id=228&content_id=242

Organisations

Age Concern England

Age Concern's mission is to promote the well-being of all older people and to help make later life a fulfilling and enjoyable experience. Age Concern is a national Federation network of Age Concern Charities with offices in England, Scotland, Northern Ireland and Wales⁵.

Age Concern England

Astral House
1268 London Road
London SW16 4ER
Tel: 0800 00 99 66
www.ageconcern.org.uk

The Centre for Research into the Older Workforce

The Centre conducts research into the nature of the ageing workforce. Its website contains numerous publications on older workers which may be of interest to organisations. It also provides consultancy to employers who want to review or benchmark their policies and practices.

The Centre for Research into Older Workforce

Professor Stephen McNair

Centre Director / Centre for Research into the Older Workforce
NIACE
21 De Montfort Street
Leicester LE1 7GE
Email: stephen.mcnair@niace.org.uk
www.olderworkforce.org.uk

Women's Royal Voluntary Service (WRVS)

WRVS assists people who might otherwise feel isolated. Their aim is "to help people maintain independence and dignity in their homes and communities, particularly in later life". It relies on some 56,000 volunteers to provide their services and they work with other community groups to provide services to clients.

Women's Royal Voluntary Service

Garden House
Milton Hill
Steventon
Abingdon OX13 6AD
Tel: 0845 601 8335
www.wrvs.org.uk

5. Age Concern website: <http://www.ageconcern.org.uk/AgeConcern/default.asp>

Help the Aged

Help the Aged researches into issues affecting older people and campaigns for changes in policy. It also provides community services such as home support, advice and information. Its aim is to combat poverty and disadvantage for older people.

One of its current campaigns is to get the Government to legislate further on age discrimination in the provision of goods and services. Its *Just Equal Treatment* guide on the website explains why this is necessary.

http://www.helptheaged.org.uk/en-gb/Campaigns/FightingAgeism/JustEqualTreatment/jet_html_1.htm

The website contains a number of resources which may be useful to third sector organisations seeking to excel in their policies.

Help the Aged

207-221 Pentonville Road

London N1 9UZ

Tel: 020 7278 1114

Fax: 020 7278 1116

Email: info@helptheaged.org.uk

www.helptheaged.org.uk

The Age Employment Network

The Age Employment Network is supported by Help the Aged. As part of its work it helps organisations to remove age barriers to employment opportunities. It provides training and resources to organisations to help them create age neutral policies especially on recruitment and training. It also has information on legislation and case studies. Resources can be downloaded from their website. It also provides an advice service to help older people back into employment.

The Age Employment Network

207-221 Pentonville Road

London N1 9UZ

Tel: 0207 843 1590

Fax: 0207 843 1599

Email: info@taen.org.uk

www.taen.org.uk

Age Busters

Age Busters is a site created by the Age Employment Network. It provides information to employers, individuals, intermediaries and training providers on the age regulations.

www.agebusters.org.uk

Age Positive

Age Positive is a team within the Department for Work and Pensions. Its purpose is to provide a strategy and policies for getting people to think about working and retiring. It helps employers consider employing a mixed aged workforce and the benefits that older employees can bring to an organisation.

Its website provides case studies on what some employers have done to improve their record on age. Its *Be Ready* pages has information on the Employment (Age) Regulations and provides free practical information in the form of case studies, a CD-ROM and other resources.

Organisations can also apply to become Age Positive Employer Champions. The website contains information on organisations that are already Champions. Normally an organisation would have to demonstrate that it has implemented proactive policies to retain or recruit older workers.

Age Positive

Department for Work and Pensions

Room N10

Moorfoot

Sheffield S1 4PQ

Tel: 0113 232 4444

Email: agepositive@dwp.gsi.gov.uk

<http://www.businesslink.gov.uk/bdotg/action/layer?r.l1=1073858787&topicId=1082249786&r.lc=en&r.l2=1079568262&r.s=tl>

Action on Elder Abuse

Works and campaigns to stop abuse against older people. As part of their work they provide training to staff in homes on these issues and how to treat people with dignity and respect.

Action on Elder Abuse

PO Box 60001

Streatham

London SW16 6LQ

Tel: 020 8765 7000

Fax: 020 8679 4074

Email: enquiries@elderabuse.org.uk

www.elderabuse.org.uk

Employers Forum on Age (EFA)

The EFA was set up as a forum of employers that recognised the value of age diversity. Its purpose is to share good practice and information between a number of employers. Its website contains good practice case studies from

larger employers in the areas of recruitment, retention, retirement, employee engagement and innovation. It also has a number of publications that can be downloaded free of charge. It provides a step by step guide to getting started in age diversity. It also has an age bias free application form.

Employers Forum on Age

Floor 3, Downstream
1 London Bridge
London SE1 9BG
Tel: 0845 456 2495
Fax: 020 7785 6536
Email: efa@efa.org.uk
www.efa.org.uk

British Youth Council

The purpose of the British Youth Council is to represent the voice of young people. It provides training and consultation to young people and organisations that seek to involve them in the development of their policies. The training courses are normally bespoke and help organisations think about how to engage young people where previously they have not been doing so. Many of the British Youth Council's trainers are young people themselves. This training is usually given with consultancy work. This could take the form of collating and analysing the views of young people from focus groups sessions or questionnaires.

The British Youth Council also offers training to young people to help them become leaders and play a leading role in the organisations that they are working for and working with. Some of their training involves helping youth led organisations to apply for funding or even help people deal with time management.

British Youth Council

Can Mezzanine
1 Downstream Building
1 London Bridge
London SE1 9BG
Tel: 0845 458 1489
Fax: 0845 458 1847
Email: info@byc.org.uk
www.byc.org.uk

Cheshire, Halton and Warrington Youth Federation

This Youth Federation is a regional Youth Association affiliated to UK Youth. Helping management committees and youth groups by providing training and activities.

Cheshire, Halton and Warrington Youth Federation

Unit 4a, Rossmore Business Village
Inward Way
Ellesmere Port, CH65 3EY
Tel: 0151 357 1971
Fax: 0151 3558294
Email: info@youthfed.org
www.youthfed.org

Youth Matter

Youth Matter is a charity which works to meet the needs of young people in Warrington by aiding and supporting voluntary youth organisations.

Youth Matter

37 Field Lane
Appleton
Cheshire, WA4 5JR
gwenl@thegateway.org.uk
www.youthmatter.org.uk

AGE AND SEXUAL ORIENTATION

AGLOW (Association of Greater London Older Women)

Manor Gardens Centre
9 Manor Gardens
London N7 6LA
Tel/Fax 020 7281 3485
Email: admin@aglow.uninet.co.uk

Berkshire Older Lesbian & Gay Forum (BOLGAF)

The Forum organises social events such as film events, tea dances and meals out. It collaborates with other Lesbian and Gay organisations in the UK, works with statutory and voluntary agencies to support older lesbians and gay men who receive their services and contributes to campaigns to end the discrimination that older lesbians and gay men face.

Berkshire Older Lesbian and Gay Forum

PO Box 75
Reading RG1 7DU
Tel: 0776 987 5661
E-mail: stevebolgaf@yahoo.co.uk
www.bolgaf.org.uk

EACH - Somerset Education Action Challenging Homophobia

EACH is the award-winning charity for young people and adults affected by homophobia. It is also a not-for-profit training agency for employers and organisations committed to realising an equal and safe working environment for all regardless of age, sex, ability, ethnicity, faith, gender identity or sexuality. Nationally, EACH delivers consultancy and training for the Department for Children, Schools and Families, the Qualifications and Curriculum Authority, Children and Young People's Services, Local Education Authorities, the Criminal Justice System, local government, Health, Libraries, Youth, Housing and Social Services, registrars, the trade unions and the third sector.

Each

Office 27
42 Triangle West
Clifton
Bristol BS8 1ES
Tel: (+44) 0117 946 7607 / 0800 1000143
Email: info@eachaction.org.uk
www.eachaction.org.uk

OLN Wales (Older Lesbian Network)

OLN Wales is a self-supporting network. Membership is open to all women of 35 and over, defining themselves as lesbian, and who are committed to anti-discriminatory principles.

OLN Wales (Older Lesbian Network)

PO BOX 2435
Cardiff CF23 0BE
E-mail: oln@olnwales.org.uk

Queer Youth Network

The Queer youth Network is a national non-profit making organisation that is run by and for Lesbian, Gay, Bisexual and Transgendered (LGBT) and Queer young people.

Queer Youth Network aims to represent the needs and views of LGBT young people through campaigning for greater visibility and equal rights, as well as providing general support and information to those who are just 'coming out' or who are suffering the effects of homophobia.

Queer Youth Network

c/o Lesbian and Gay Centre
49-51 Sidney Street
Manchester, M1 7HB
Email: info@queryouth.net
National Helpline: 08703834796 / Fax: 0161 2416733

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www.improvingsupport.org.uk/equalityanddiversity

Your gateway to third sector support, information and resources.

