

## **Age Discrimination Act October 2006**

Introduced on the 1st October 2006, The Age Discrimination Act will have a big impact on both business and employees and job seekers. All business departments will need to get up to date and informed of best practices to comply with the legislation. Also, employees and job seekers need to be aware what the legislation will mean to them.

### **For employers and recruiters:**

- Avoid writing job advertisements avoid using any terminology associated with age
- Ensure all staff that conduct interviews fully understand their legal obligations

### **For employees:**

- Research your rights at the time of applying for the vacancy, for examples, did you know you no longer have to provide potential employers with your date of birth or marital status?

### **For research:**

The DirectGov (<http://www.direct.gov.uk>), website gives some of the basic information about how this change in law will affect things like redundancy and ageism.

Also, ACAS (<http://www.acas.org.uk/>) has good practice guidance on the regulations – “Age and the Workplace”. There are guides for employers and also for individuals.

There is also some plain English information on the BBC’s (<http://www.bbc.co.uk>) website.

### **The basics of the changes are:**

- Employers and recruitment agencies should remove date of births from application forms, and databases
- Schooling dates cannot be asked for, or indeed anything that would mean someone’s age could be calculated
- Don’t ask for GCSE results - as this differentiates between a GCSE generation, and an O level generation
- Language such as young and mature should be avoided.