

Our commitment to age equality

- Stafford College is committed to equality and diversity; these are part of our core values.
- We aim to be an inclusive organisation where everyone has a fair opportunity to fulfil their potential.
- We are committed to promoting equality of opportunity for people of all ages.
- In October 2006, it became unlawful to discriminate on the grounds of age.
- This legislation affects all of us at Stafford College, whether we study or work here.
- One of the main aims of the legislation is to bring about long term cultural changes and to challenge stereotyping on the grounds of age.

For more info

Equality Challenge Unit – The HE equality body, includes guidance on student issues and age:
www.ecu.ac.uk

Age Positive – a Government website covering age discrimination at work: www.agepositive.gov.uk

Employers' Forum on Age – tackling ageism at work: www.efa.org.uk

Commission for Equality and Human Rights (CEHR) – established in October 2007 this now incorporates the work of the equality commissions and covers all equality issues including age:
www.cehr.org.uk

**The Trade Union website has information on age equality, see: UCU - www.ucu.org.uk/equality
UNISON – www.unison.org.uk/equality**



This leaflet is part of a series highlighting different aspects of equality.

All of the leaflets contain important information regarding rights and responsibilities concerning equality and discrimination legislation.

They also show how Stafford College promotes equality and diversity and is working to create an inclusive college committed to equality and diversity.

Other leaflets include:

- Equality & Diversity
- Disability Equality
- Gender Equality
- Race Equality
- Religion and Belief Equality
- Sexual Orientation Equality

All leaflets are available at the main reception areas around the College and the College Library. They are also available on our website.

Should you require the information in an alternative format or wish to discuss any aspect of equality and diversity, please contact our Equality and Diversity Co-ordinator, via email

t.guest@staffordcoll.ac.uk

or on **01785 275691**



What you need to know about Age Equality



“Stafford College will meet learner needs and aspirations through excellence in education and training.”
(Stafford College Mission Statement)

“To provide an inclusive college committed to the principle of equality and diversity.”
(Stafford College Corporate Aim)

Legal background

The Employment Equality (Age) Regulations, 2003 came into force in October 2006.

The Regulations make it unlawful to discriminate in employment or vocational training on the grounds of age.

This includes students on Further and Higher Education courses.

The regulations cover:

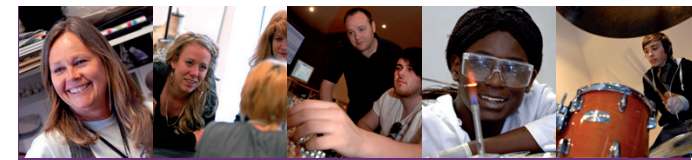
- discriminating directly against anyone on the grounds of age – treating them less favourably than others because of their age, or perceived age – unless this can be objectively justified
- discriminating indirectly against anyone based on age, that is, applying a criterion, provision or practice which disadvantages people of a particular age – this includes our current and prospective staff and students
- subjecting someone to harassment because of their age, or perceptions of their age and capabilities
- victimising someone because they have made or intend to make a complaint of discrimination on the grounds of age.



Age equality facts

How 'age aware' are you? Did you know that:

- age, along with race and gender, is one of the primary ways we categorise people in our society
- there are now more 55-64 year olds than 16-24 year olds (National Statistics, 2004)
- 45-69 year olds form the largest single group in the workforce (National Statistics, 2004)
- the HE workforce is ageing, with a rising populations of staff over 50 (HEFCE report, 2005)
- young people, as well as older people, face age discrimination
- 60% of 16-24 year olds believe that they have been treated unfairly because of their age and lack of experience (A Working Wonder, Eversheds Survey, 2004)
- attitudes and perceptions about age are deeply entrenched, in and out of the workplace, including Higher Education institutions (New Age Thinking, ECU 2006)
- People who give up work below the age of 60 generally die earlier than those who carry on working. Keeping active delays ageing.



Your rights

Your rights while studying or working at Stafford College are:

- to work or study in an environment free from discrimination, harassment and victimisation on the grounds of your age
- if you are an employee, the right to request to work after the default retirement age of 65.

Your responsibilities

Your responsibilities while studying or working at Stafford College are:

- not to discriminate against anyone because of their age
- not to harass or victimise anyone because of their age – this includes using inappropriate jokes or name calling
- to challenge or report any unacceptable behaviour witnessed
- as a member of staff, to keep up to date with the relevant legislation on age discrimination, and help to promote age equality in all activities
- as a member of staff, attend training and information events as required by the college
- always think in terms of skills, competencies and ability – not age.