

AGEISM

in the Workplace

{ Jane Brown
Maintaining a Framework 02/05/19

SHEILA



(Personnel today,2019)



Age Discrimination

Age discrimination is where you're treated unfairly because of your age or because you're part of a particular age group.

Who does it affect?

- 70.8 % of British workers say Ageism is common in workplace
- 85.3% Aged between 55-64 years
- 30% Turned down because of their age
- 52.5% Aged between 55-64 years
- 65.1% Under 18 years
- 57.1% Under 18 years not taken seriously
- 76% Aged between 25-34 -too young
- 89% Aged between 45-54 -too old

(Small business, 2019)

What does it look like?

- Losing a job because of your age
- Job adverts stipulating a specific age group or referencing 'mature' or 'young'
- No training opportunity at work
- Content of discussion, involving derogatory comments, jesting from work colleagues or other Company representative
- Exclusion from social events or business events

A negative impact

- Coronary heart disease
- Chronic lung disease
- Arthritis
- Limiting long-standing illness
- Depressive symptoms

HELP

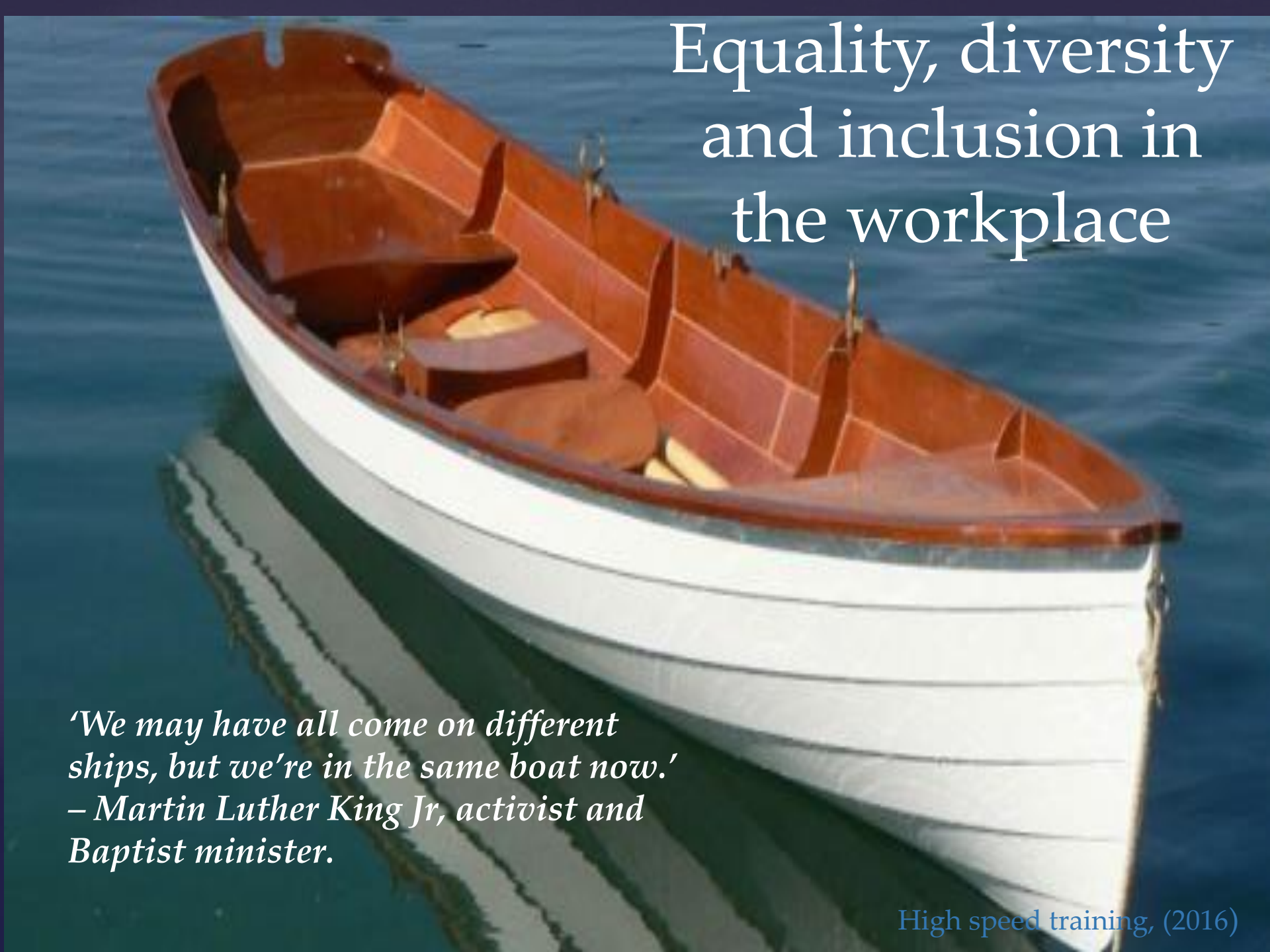
Step one: Find out about the complaints procedure for the organisation

Step two: Send in details of complaint, what happened, and when. Make it clear that the grievance is about age discrimination.

Step three: If an unsatisfactory response, it may have to go to the next step of the complaints procedure (for example, Head office, Ombudsman, or Tribunal) or seek some further advice if unsure what to do.

Equality Act 2010

The Equality Act is a law which protects you from discrimination. It means that discrimination or unfair treatment on the basis of certain personal characteristics, such as age, is now against the law in almost all cases.

A white boat with a red interior is shown from a high angle, moving across a blue body of water. The boat has a white hull and a red interior with several wooden seats. The water is a deep blue, and the boat's wake is visible behind it.

Equality, diversity and inclusion in the workplace

*'We may have all come on different
ships, but we're in the same boat now.'
– Martin Luther King Jr, activist and
Baptist minister.*

High speed training, (2016)

Organisation requirements

- Employment law violations and fines.
- Being on the wrong end of a court case .
- Negative impact to employer branding.
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- Costly mistakes due to inexperienced workers.
- Fewer subject matter experts to bolster team bench strength.
- Lack of middle-aged intellectual resources.
- Diminished pool of mentors to develop future leaders.
- Loss of historical knowledge and key business relationships.

Securing and maintaining the ethical framework for therapeutic work



BACP, 2019

The counselling role and practical measure's

- Core skills
- Client motivation
- Knowledge
- Contracts
- Signposting
- Supervision

Directive questions

- **What** does Sheila want to achieve? Ideal situation?
- **How** does she see herself tackling the situation? Is she ready?
- **What** steps has she taken so far? Options available?
- **What** policies are in place to assist her,? Additional support
- **Who** can she speak to at work about this? is there a HR department?
- **Where** can she find appropriate help? signpost
- **When?** Are there any time constraints? Financial considerations

The Future



Global campaign to combat ageism

Who

35

18

21

1

40

24

30

AGE IS BUT A
NUMBER

13

18

13

65

2

16

33

55

44

100

Any Questions



REFERENCES

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