

What you need to know about
Age
Equality



- NHS Stoke on Trent is committed to Equality and Human Rights; these are part of our core values.
- We aim to be an inclusive organisation where everyone has a fair opportunity to fulfil their potential and have an equal opportunity to access healthcare services and improve health.
- We are committed to promoting equality of opportunity for people of all ages.
- We all have an age; therefore discrimination on the grounds of age affects us all.
- In October 2006, it became unlawful to discriminate on the grounds of age.
- This legislation affects all of us: whether we are a service user or an employee within the Trust.
- 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.

The Trust is committed to ensuring that no member of the community experiences any Age discrimination in accessing the services it provides.

Your rights

To an environment free from Age discrimination, harassment or victimisation whether receiving care, treatment and advice from any of the services provided within the Trust or whether you are working and/or training within the Trust. As an employee; the right to request to work after the default retirement age of 65.



Your responsibilities

- Not to discriminate against anyone (staff, service users and Public) because of their age: this includes using inappropriate jokes or name calling. Always think in terms of skills, competencies and ability – not age.
- Report and challenge Ageism/ Hate Crime to the organisation directly through the processes in place or via PARINS (details at the back of this leaflet).
- Be familiar with the organisation policies and procedures regarding Age Equality and reporting incidents and/or concerns (details at the back of this leaflet).
- 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, work towards mainstreaming Age equality in all the relevant functions of the organisation.

Age Equality at NHS Stoke on Trent

As an employer and service provider the trust is committed to challenging discrimination in any form.



Organisation Commitment for Sexual Orientation Equality

- Sustain public commitment to promote Age Equality.
- Ensure sustainable integration of the statutory duty in commissioning, planning and delivery of its services and within staff recruitment, retention and training and development.
- Build sustainable partnerships for consultation and engagement on Age equality with service users, public members, partner organisations and staff.
- Continue to involve and support staff and service users to promote and deliver cultural competence in everyday practice.
- Set up systemic approaches to Equality profiling re: Age.
- Build Age Equality into target setting and performance management systems.
- Set up systemic approaches to equality impact assess our functions, policies and services for the differential effects on the diverse community we serve.

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.

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, in terms of recruitment, promotion and training.
- 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.
- A right of an employee to request working beyond retirement age and a duty for the employer to consider the request.
- Employees to give at least six months notice to employees about their intended retirement date.

Did you know?

- 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)
- 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)
- As well as providing services for all age groups, the Trust is actively recruiting through innovative work placements and training schemes staff from the young age range.
- Staff within the Trust have chosen to work beyond the age of 65years. The Trust actively encourages staff to continue employment on amicable terms.



Further information and Contact:

For general information on age equality and to report an incident:

NHS Stoke on Trent website

www.stokepct.nhs.uk

Equality and Human Rights Team

Tel: 01782 298002 respect@stokepct.nhs.uk

Complaints and Compliments Department

Tel: 01782 298000/298002

Human Resources Department

Tel: 01782 298000/298002

Patient Advisory Liaison Service

Tel: 0800 783 2865

Age Concern

Tel: 01782 286209

Help the Aged

www.helptheaged.org.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

Equality and Human Rights Commission championing equality and human rights for all: **www.equalityhumanrights.com**

If you require this document in a different format or language please contact the Equality & Human Rights Team: respect@stokepct.nhs.uk