

# **AGE EQUALITY POLICY**

## **INTRODUCTION**

In October 2006, the Employment Equality (Age) Regulations became law. The areas covered by the legislation include recruitment, selection, promotion, training and development, redundancy and retirement. The Regulations do not cover the provision of goods and services at this stage.

The West Midlands Police is committed to promoting a diverse workforce to reflect the communities it serves. The Force will Endeavour to promote an awareness of age issues and all employees have a responsibility to work within the terms of the Age Equality Policy. Recognition will be given to ability and potential, regardless of age, and a framework will be provided to ensure the Force offers a supportive environment to meet the needs of colleagues regardless of age. West Midlands Police will work towards a culture of inclusion and diversity.

## **AIMS**

- To promote age diversity within the Force in terms of awareness and understanding and to provide equality of service and opportunity to colleagues irrespective of age.
- To provide a supportive environment which will encourage ability, ensure that each individual's needs are met, and that they are allowed to reach their full potential.
- To ensure that colleagues of all ages have equal access to training, development and promotion.
- To encourage colleagues to work past their compulsory retirement age (CRA) where they so wish in order to retain their skills, benefit of their experiences and knowledge.
- To promote age equality and in doing so, prevent harassment and discrimination on grounds of age.

## **CONFIDENTIALITY**

In accordance with the Data Protection Act, any information regarding a person's age that has been provided will be treated in confidence. Members of staff are not obliged to disclose their age.

## **MARKETING**

The Force publications and publicity materials will promote positive images of people of different ages.

## **RECRUITMENT**

West Midlands Police is committed to ensuring that people receive equal consideration throughout the whole recruitment process irrespective of age. The Force welcomes applications from people of all ages and seeks to employ people of all ages in jobs suited to their aptitudes, abilities and qualifications. The Force will continue to refrain from using age-sensitive language in job advertisements and recruitment literature and to eliminate criteria which may be deemed discriminatory on grounds of age.

As an employer, the Force will ensure that age is not a consideration in terms of:

- Arrangements to be made for determining who should be offered employment.
- The terms on which applicants are offered employment.
- Ensuring that role descriptions reflect the competencies and skills required and do not include unnecessary requirements that may be indirectly discriminatory.
- Ensuring staff conducting selection processes are age aware.

## **TRAINING AND DEVELOPMENT**

The Force is committed to providing:

- Age awareness and knowledge to all members of staff.
- Induction training for all members of staff which will have a specific element on age awareness.
- Equality of access to training and development opportunities irrespective of age.

## **Retirement**

- **Considerable benefits exist for individuals** and WMP in providing greater flexibility with regards to retirement. There is a comprehensive procedure for requesting to Work beyond the Compulsory Retirement Age (CRA) (see appendix A), and all colleagues will be actively encouraged to consider continuing their employment should they so wish. Each case is considered on its own merits and in the light of business reasons specific to the request. All contracts for those extending their service beyond their CRA have been developed in accordance with the Equalities Act Employment Regulations 2006.

## **DISCRIMINATION**

Discrimination against colleagues on grounds of age will not be tolerated. All colleagues, irrespective of age, will be afforded the same opportunities and benefits as other colleagues. The Force positively promotes equality of opportunity for training, development and promotion.

## **HARASSMENT**

Harassment of a colleague on grounds of age will not be tolerated. Harassment will be judged to have taken place where:

- A person's dignity has been violated.
- A hostile, degrading, humiliating or offensive environment has been created.
- The Force will provide a supportive environment for staff who claim discrimination, harassment or abuse.

The Force will provide a supportive environment for colleagues who claim discrimination or abuse. Any staff member/officer found to be causing age-related harassment of a colleague will be disciplined.

## **MONITORING**

Monitoring of processes and statistics will be used to ensure that there is no adverse impact on grounds of age arising from policies and procedures.