

**Request reference:** 2469/09

**Could you please tell me if West Midlands Police has a policy statement regarding employment of civilian personnel that addresses the issue of the age of applicants? If you have such a policy document, then I would like a copy of it. It can be provided in any standard digital format.**

Please find attached separately our Age Equality Policy (2469\_age\_equality\_policy.pdf)

You may also like to see our Equal Opportunity Policy, which is available on our website here:

[http://intranet2/hq\\_departments/personnel/policy\\_guide\\_a-z/equal\\_opportunity\\_policy.aspx](http://intranet2/hq_departments/personnel/policy_guide_a-z/equal_opportunity_policy.aspx)

**I would also like to know if you have an upper age limit beyond which you will not consider employing the person.**

There is no upper age limit within West Midlands Police where the employment of a police staff member will not be considered.

**I would also like to know if you have a normal retirement age for civilian employees.**

West Midlands Police has a general policy that a police staff employee will retire on their 65<sup>th</sup> birthday. Police staff employees have the right to request to work beyond their 65<sup>th</sup> birthday in accordance with The Employment Equality (Age) Regulations 2006. West Midlands Police will consider requests from police staff employees who request to work beyond the retirement age of 65 years.

**I would also like to know if the person making the decision on who to shortlist for interview or who to hire is able to see information revealing the age or date of birth of the applicant.**

A person within West Midlands Police who is making a decision on who to shortlist for interview or who to hire is able to see the information revealing the date of birth of the applicant. This information is required to be kept on application forms for vetting purposes of preferred candidates and the monitoring of Equal Opportunities within the force.

**I would also like to know how many civilian employees you have who are aged over 65.**

West Midlands Police have 45 police staff that are between the ages of 66 and 76.

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