

Support Services

If you think that you may be the victim of discrimination on the grounds of your age or you wish to discuss or report a specific issue please contact Claire Gaygan (Head of Student Services) on Ext 272 or claire.gaygan@stokesfc.ac.uk.

You may also wish to discuss the implications of age equality legislation with the Personnel dept.

All discussions will be treated with utmost



confidentiality and sensitivity.

Further Information

The College's Single Equality Scheme can be obtained from the Personnel dept. or from C Gaygan.

The Equality Act 2010 can be viewed in full at

www.legislation.gov.uk/ukpga/2010/15/contents

The Equality and Human Rights Commission (EHRC) can be accessed at www.equalityhumanrights.com



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Age

Equality and Diversity



Legislation

The Equality Act 2010 has replaced previous anti-discrimination laws with a single act and it places a specific duty on public sector organisations.

The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment.

One of these characteristics is Age.

The College has a Single Equality Scheme which reflects the requirements of the Equality Act 2010 and specifically covers age discrimination.

In addition, there are a number of other laws which serve to criminalise offences of hatred and abuse on the grounds of Age.

What is meant by Age Discrimination?

Direct age discrimination occurs when a person is treated less favorable on the grounds of their age, compared to how a person of a different age is treated in the same circumstances (e.g. rejection of a job application on the grounds that the applicant is 'too young' or 'too old').

Indirect age discrimination may occur when a criteria, provision or practice is applied to everyone, but has the effect of disadvantaging people from a particular age group, when compared to others. Some examples include:

- Requesting a particular qualification for a post which people from younger or older age groups are less likely to possess, or

- Requesting job applicants to be 'recent graduates'

- Requesting an unjustifiable number of years of experience

It is the effect of a decision or rule or requirement on an individual which causes the discrimination, not its motive or intention.

Harassment is unwanted conduct on the grounds of ages that has the purpose or effect of violating the dignity of a person or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Victimisation is when a person is penalised for having raised a discrimination complaint or concern in good faith

Acts by employees to induce, pressurise or support another person to discriminate against an employee on the grounds of age are also prohibited.

Your Rights at the College

You have the right to study or work in an environment which is free from prejudice, intimidation, harassment and victimisation on the grounds of your age.

You have the right to expect the College to provide you with equal opportunities irrespective of your age.

Your Responsibilities at the College

You will not treat unfairly or discriminate against anyone on the grounds of their age.

You will not harass or bully anyone on the grounds of their age

You should be willing to challenge and report instances of discrimination on the grounds of age.

Staff members must endeavour to ensure that functions and actions of the College do not discriminate on the grounds of age.



College Commitment to Age Equality

The College is committed to preventing direct and indirect discrimination, harassment and victimisation towards all staff and students because of their age.

The College will ensure equality by eliminating conditions, requirements, procedures and practices that are discriminatory and unjustified on the grounds of age.