

# Request 8695 – Discrimination of workers aged over 50

Please provide anonymised information from 01/01/2016 - 31/12/2020 about the following:

- Do you have any specific age friendly practices to support the recruitment of older workers aged over 50? Yes or no. If yes, please outline your policy briefly.
- Are job descriptions for posts advertised externally assessed for ageist language that could exclude older workers? Yes or no. If yes, please state which online word checkers you have used.
- How many any age discrimination claims by workers aged over 50 have been made against your organisation in courts or tribunals in the last 5 years? For each case, please supply court/tribunal reference

## Response

- Do you have any specific age friendly practices to support the recruitment of older workers aged over 50? Yes or no. If yes, please outline your policy briefly. The Council does not have specific age friendly practices to support the recruitment of older workers, however our Recruitment and Selection policy is designed to achieve a fair and consistent recruitment process that supports equality of opportunity and does not discriminate, either directly or indirectly on the grounds of age or any other protected characteristic.
- Are job descriptions for posts advertised externally assessed for ageist language that could exclude older workers? Yes or no. If yes, please state which online word checkers you have used – No
- How many any age discrimination claims by workers aged over 50 have been made against your organisation in courts or tribunals in the last 5 years? For each case, please supply court/tribunal reference - None