It is illegal for employers to discriminate because of age. It is direct discrimination to treat someone less favourably than someone else in the same circumstances, because of their age. Other forms of age discrimination include indirect, by perception, by association, harassment and victimisation.

By 2022 the number of people in the workforce aged 50 to State Pension age will have risen to 13.8 million. There are 10.2 million over-50s in paid employment, they now account for more than a quarter of the entire workforce. The number of over 65s in work has doubled in the last 10 years. Women over 50 are the fastest growing group of workers in the UK.

Phrases such as “vibrant”, “dynamic”, “recent graduate” or “young and energetic” dissuade older candidates from applying for jobs. Of over 50s describe themselves as feeling as fit as ever for work but structural and attitudinal barriers hold them back. Older workers are 4x less likely to be offered a job interview than their younger counterparts. Younger managers have strong misconceptions on the potential challenges of managing older workers.

Employers Network for Equality & Inclusion
For more information on how to prevent discrimination www.enei.org.uk
enei.org.uk