



Equality & Diversity

Information for Employers

Employment Equality (Age) Regulations 2006

From 1 October 2006 employers face new regulations making it unlawful to discriminate against workers, employees, job seekers and trainees because of their age. Because the law concerns work and training the effective lower age is 16. There is no upper age limit.

The new regulations cover recruitment, selection, pay and benefits, promotion, dismissal, redundancy, retirement and training.

There are a number of exemptions including:

- Continuing with the three age bands for the minimum wage.
- No change to the licensing laws.

Employers operating pension schemes with a minimum or maximum age for admission must comply with the new rules from December 06.

There will not be an Age Discrimination Commission. Support and guidance for employees and employers will be part of the functions of the new Commission on Equality and Human Rights (CEHR). Subject to the legislative timetable, this will be set up in stages from 2007.

New National Minimum Wage increases from October 2006 – visit

www.hmrc.gov.uk/nmw

As one of the region's largest training providers, responsible for recruiting and training hundreds of apprentices annually, our role requires we follow good equal opportunities practices.

We are totally committed to encouraging, valuing and managing equality and diversity for all staff and learners. We will comply with all legislation and strive to ensure that equality and diversity is promoted throughout all of our activities.

We do not claim to be experts, however we are happy to discuss any aspect of this leaflet, and hope it provides some basic background.

Businesses of all shapes and sizes are already changing the way they work and reaping the benefits of a mixed age work force.

To prevent discrimination and value diversity in the workplace you are responsible for the prevention of unfair treatment and discrimination on the grounds of age, sex, sexual orientation, status as a married person or a civil partner, race, colour, nationality, ethnic origin, religion, beliefs or because of a disability, pregnancy or childbirth, or subsequent maternity leave and members or non-members of a trade union. It is also unlawful to discriminate against part-time workers.

These organisations provide valuable information and advice:

Equal Opportunities Commission
www.eoc.org.uk

Equality North East
www.equality-ne.co.uk

ACAS
www.acas.org.uk

Commission for Racial Equality
www.cre.gov.uk

Learning and Skills Council
www.apprenticeships.org.uk

Citizens Advice Bureau
www.citizensadvice.org.uk

Department of Trade and Industry
www.dti.gov.uk

Age Positive
www.agepositive.gov.uk

Help & Advice

If you want further information about equal opportunities or want to keep up to date with new and changing laws and regulations which may affect you, the following organisations will be able to assist you further:

- The Race Relations Employment Advisory Service
Tel: (0121) 244 8141
- Tyne and Wear Racial Equality Council Tel: (0191) 232 7369
- Disability Discrimination Act Helpline Tel: (0345) 622 633
- ACAS Helpline 08457 47 47 47

Other sources of advice include:

The Employment Service, LSC's
or contact

ITEC North East (01325) 320052

