

COURSE FACT SHEET:

Age

Realising the benefits of an age diverse workforce

Age is probably the most common form of discrimination in the workplace

Take George, who was made redundant in his 50s and wanted a less stressful job closer to home, but found it difficult to be taken seriously in interviews.

Would your staff be able to look beyond the common assumptions and misconceptions due to his age?

More and more organisations are reaping the business rewards of a mixed age workforce. Make sure yours is one of them.

Employment Equality (Age) Regulations came into force on 1 October 2006. This law now makes it illegal to discriminate against employees, job seekers or trainees on the grounds of age.

Developed in partnership with The Employers Forum on Age (EFA) this exclusive training solution from Skill Boosters, available via video, e-learning and trainer-led formats, provides guidance on best practice in the workplace and emphasises the value of an age diverse workforce.



Key learning outcomes

'Age: Realising the benefits of an age diverse workforce' will enable your staff to have a better understanding of:

- Employers' and employees' responsibilities under the Employment Equality (Age) Regulations 2006
- Why age is a key aspect of diversity
- Why it is misleading, unreasonable and unlawful to make assumptions about people's abilities based on age alone
- How an 'age-balanced' workforce can give your organisation a healthy combination of fresh thinking, new ideas, stability and experience
- How to create the right atmosphere so your organisation can reap the benefits of a mixed-age workforce
- What actually constitutes harassment on the grounds of age
- Age laws designed to protect employees throughout their working lives

Produced by Skill Boosters in partnership with:

The
Employers
Forum on Age



The Employers Forum on Age (EFA) is an independent network of leading employers who recognise the need to attract and retain valuable employees - whatever their age. Tackling ageism at work, they set the agenda for age and employment issues in the UK.

“ We purchased a copy of Skill Boosters' 'Age' and 'Gender Matters' for each of our nine regions. We had already done the same with their previous Diversity titles and all have proved to be an invaluable part of our strategy to raise awareness of equalities and diversity issues. The mix of realistic drama clips and analysis from various HR and expert contributors ensure the content is highly credible. I would have no hesitation in recommending Skill Boosters to others and I look forward to adding their future titles to our collection. ”

Will Wilson, Learning Manager,
London Region, Commission for
Social Care Inspection



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Course details

Overview

Via a choice of video, e-learning or LIVE trainer-led formats, or a blend of all three, this course covers a comprehensive range of age-related topics. Aimed at employees of all levels, it has been developed to suit anybody in your organisation including: foundation level employees, HR managers, diversity specialists, trainers and advisers, senior managers/executives and operational managers/executives.

Course Content

This course doesn't just consider organisations' and individuals' responsibilities under the Employment Equality (Age) Regulations 2006 – it looks beyond compliance. The course content will ensure that your staff gain the knowledge and skills necessary to work successfully as part of a diverse team.

Video

Part 1 – Includes The benefits of an age diverse workforce
• The Age myths • When people join, are working or leaving

Part 2 – Includes a series of dramatised scenarios

E-learning

Part 1 – Includes Manager's module on when people join, are working or leaving • Assessment quiz

Part 2 – Includes Legislation • Case studies • Assessment quiz

LIVE trainer-led

Includes The basics of age discrimination legislation • Recognising and tackling deep-seated stereotypes • Preconceptions and assumptions about age • Challenging harassment and isolation caused by age discrimination • Recognising your own rights regarding age discrimination • Integrating age diversity into your organisation's policies and procedures

What sets Skill Boosters apart?

- Our courses consist of credible and best practice learning content developed in partnership with leading subject matter experts
- We can blend subject matter and delivery methods in a unique way
- Our training solutions can be tailored to suit the needs of your staff and organisation
- We create innovative learning technologies to deliver inspiring and accessible training solutions
- Our background and expertise in television, multimedia and education enables us to create rich media-based training solutions which engage learners throughout their learning journey
- We offer a no-obligation 'try before you buy' service

“...excellent package from Skill Boosters and the Employers Forum on Age... its expert comment and excellent suggestions for running training sessions should ensure a long shelf-life.”

Training & Coaching
Today magazine

Delivery formats available

Video with trainer notes and self-study guide.

CD-ROM and Intranet with user booklet.

LIVE in-house and public trainer-led workshops.

Duration

Video: 47mins.

E-learning: 120mins approx.

LIVE trainer-led: 1 day.

Please contact us for pricing options, special offers or to discuss a tailored model.



Organisations that have already invested in and reaped the benefits of this course: **THORNTONS** STRAND PALACE HOTEL ROYAL BANK OF SCOTLAND COMMISSION FOR SOCIAL CARE INSPECTION EALING HOMES NATIONAL PROBATION SERVICE UNIVERSITY OF HERTFORDSHIRE HIGHWAYS AGENCY HM COURT SERVICE UNIVERSITY OF EAST ANGLIA CIMA EAST TRANSPORT FOR LONDON WEST CHESHIRE COLLEGE CHARITIES AID FOUNDATION SCOTTISH PUBLIC PENSIONS DERBY BIRMINGHAM CITY COUNCIL PROVIDENT FINANCIAL DATA SERVICES DE MONTFORT UNIVERSITY MCCARTHY AND STON LEWISHAM COLLEGE VICTORIA AND ALBERT MUSEUM THE GUIDE DOGS FOR THE BLIND ORGANISATION TRANSPORTA