

FOI number: **HBC_FOI_20210117**
Date FOI Received: **26/02/2021**
Department: **Human Resources**
Title: **Discrimination of workers aged over 50**
Description: **Age Discrimination**

Request: (As Redacted sent by requestor)

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: (Response as Redacted sent by service)

Please find our responses below in red:

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. **No**
- 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. **Yes – assessed by HR Advisers and Head of HR & Customer Services**
- 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**

We have also attached a copy of our Equalities Policy.

If you have any queries about the processing of your request then please do not hesitate to contact me. Further information explaining the Council's process for responding to information requests together with a complaints/appeals procedure is available in our reception or via our website at:

<https://www.hertsmere.gov.uk/Your-Council/Official-Publications--Guides--Policies/Access-to-Information.aspx>

The Information Commissioner oversees the application of the Freedom of Information Act. You may contact the Information Commissioner at:

Information Commissioners Office

Wycliffe House, Water Lane

Wilmslow

Cheshire SK9 5AF

Telephone: 01625 545700

Website: www.informationcommissioner.gov.uk

Please include the above reference number on all correspondence related to this request.

Thank you for your request.

Kind regards

Information Services