



Age Inclusive Workplace

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An Ageing Workforce

By 2022 there will be:

700,000 less aged
16 to 49

3.7m more
between 66 and 70

Net migration to UK falls sharply after Brexit

Overall
vote
from 9m to
17m

38% to retire
between 66 and 70

Office for National Statistics



How are Employers Responding?

CIPD 2014 Report – 4000 organisations surveyed :

Only 20% had some kind of age strategy agreed at board level or were developing a business case for such a strategy

CIPD 2014 – Managing an Age Diverse Workforce



Our findings on age in the workplace:

Organisations in Scotland are increasingly looking for help on age-related issues including



The weakest link in the Diversity and Inclusion program



Attraction and retention challenges – barriers rooted in outdated stereotypes:

Health Capability Aspirations



Unconscious bias in policies and attitudes



Our response:

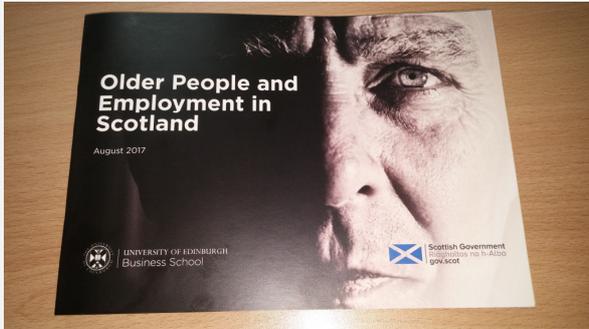
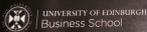
We have a responsibility to help create age-inclusive workplaces where employees of all ages can thrive and feel supported

Age Scotland's Charter for an Age Inclusive Workplace



Older People and Employment in Scotland

August 2017

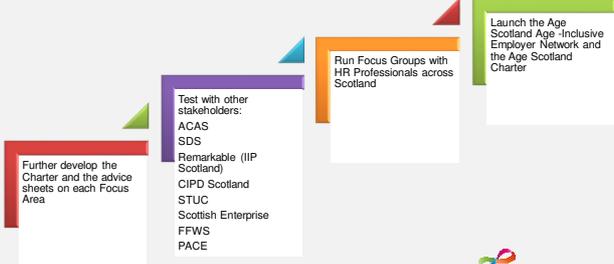


Charter Goals

- Raise Awareness** • in Scotland of the importance of creating an age-inclusive workplace, and to accelerate the pace of change in this area
- Work collaboratively** • with Government bodies and other organisations in Scotland who are actively involved in promoting age-inclusivity
- Practical action** • that can be taken at an organisational level, rather than context and theory
- Partner with employers** • in Scotland on this topic, offering practical support to managers, HR teams and employees on age-inclusivity
- Learn from others** • Who are actively engaged and create opportunities to share best practice
- Evolve our thinking** • As we gain new insights from research and best practice



Next steps



The Tools We Already Provide

- Planning for Your Future Workshops
- Age Awareness Workshops
- The Importance of Physical Activity
- Early Stage Dementia Workshops
- Free Information and Advice leaflets
- Helpline



