

**AGE**

**INCLUSIVE**

**WORKPLACE**




# AGE INCLUSION FOR PEOPLE MANAGERS AND KEY INFLUENCERS

*95% of workshop attendees  
said they would  
recommend this  
Workshop to colleagues*

Information for  
employers





There are twice as many people aged over 65 years in employment in Scotland today compared to 10 years ago and this number is set to rise as changes to retirement and state pensions make working beyond 65 more common. As Scotland's workplace demographics change in this way, there is a real need for employers to be aware of ageism in the workplace and to adapt to support a more age diverse workforce.

Diversity & Inclusion is high on the agenda of many organisations but our research shows age inclusiveness is not often a priority. Age bias and discrimination can have a negative impact on organisational culture and stereotypical attitudes to age can impact how both customers and employees are treated.

From intergenerational teams, to people managers and customer-facing staff who interact with older people, Age Scotland's Age Inclusion training can help foster a positive working culture in which staff of all ages feel better supported by both employers and co-workers.

"Great session. Really enjoyed it, learnt a lot. Trainers were fantastic."

*Workshop attendee,  
Standard Life.*



## Workshop aim

The Age Inclusion workshop can help Intergenerational teams and their line managers improve collaboration, communication and effectiveness and aims to:

- Raise awareness and knowledge of ageism among employees as a personal workplace responsibility.
- Enable managers to respond effectively to ageism issues experienced in the workplace.
- Minimise risks associated with age diversity in the workplace and ensure legal compliance.
- Ensure staff of all ages feel supported by both their employer and co-workers.
- Support employees who interact with older customers.

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"The Age Inclusion training was very well received, and I would happily recommend the training to other organisations."

*Helen Gardner-Swift, Head of Corporate Services,  
Scottish Information Commissioner*





Age Scotland is the national charity for older people. We work to improve the lives of everyone over the age of 50 so that they can love later life.

Age Scotland are experts in the whole spectrum of age-related issues in the workplace and are uniquely positioned to provide you with practical, informed and legislatively current workshops.

We have impacted over 4,500 people in the workplace and delivered over 250 workshops aimed at making Scotland's workplaces more age inclusive. 95% of workshop attendees said that they would recommend our Age Awareness workshops to colleagues and other organisations.

"The course provided useful, practical advice and insight."

Workshop attendee,  
University of Edinburgh.

## **Our other Age Inclusive Workplace workshops include:**

### **Planning For Your Future Workshops**

Only 20% of the UK workforce feel that they can openly talk to their employer about their retirement plans. Our one day workshop helps employees within 5 years of retirement plan for their future which also helps organisations with their resourcing and succession planning.

With sessions including Money Matters, Tax and Pensions, Legal issues, Health & Wellbeing and Time & Activities, attendees leave feeling much better informed about their future plans and 98% say they would recommend the workshop to colleagues.

We hold open workshops across key cities in Scotland or we can also run in-house bespoke workshops for organisations which can be tailored to their employees and pension schemes.

### **Dementia Awareness**

Around 90,000 people in Scotland live with dementia and as changes to retirement and state pension rules make working beyond 65 common, more people will experience early symptoms of dementia while in employment. Many may also be unpaid carers for someone living with dementia and a growing number of people who use your organisation's products and services may be affected by dementia.

Our Early Stage Dementia workshop looks at what dementia is and why it's relevant to the workplace, the symptoms and risk factors and how to communicate effectively and empathetically with someone living with dementia. It also covers employers' legal obligations and looks at how those living with dementia or a carer may be supported to continue in employment.

### **Functional Fitness MOT**

By 2025 there are estimated to be 1 million more workers over the age of 50 in the UK making health and wellbeing at work a priority in ensuring that people can stay fitter and work for as long as they want or need to. The Functional Fitness MOT is a personal fitness review specifically designed for people aged over 50 years that helps them stay fitter in work and later life.

The review looks at areas such as balance, strength and flexibility and gives staff the opportunity to understand any issues and discuss changes to benefit them now and in later life.

For more information, please email [jonathan.park@agescotland.org.uk](mailto:jonathan.park@agescotland.org.uk)