

**(CCC) Discrimination of workers over 50**

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:**

In terms of specific age friendly practices to support the recruitment of older workers aged over 50, Cambridge City Council has a comprehensive Equalities and Diversity policy which outlines our commitment as an employer and the principles which we work to. In terms of recruitment specifically, we seek to ensure that our employment policies and procedures are equitable and that our workforce reflects the wider composition of the community. Our recruitment practices aim to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

All of our job descriptions are checked by the Recruiting Manager and the Recruitment Team prior to being published as part of any recruitment campaign to ensure that there is no ageist language that could be deemed to exclude older workers. We do not use an online word checker.

Our equality and diversity policies and plans are available on our web pages and can be found here.

Cambridge City Council have had no age discrimination claims by workers aged over 50 have been made against your organisation in courts or tribunals in the last 5 years

Further queries on this matter should be directed to <a href="mailto:foi@cambridge.gov.uk">foi@cambridge.gov.uk</a>
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