

# rullion briefing – employment equality (age) regulations 2006

You may be aware that the new Employment Equality (Age) legislation will be implemented with effect from 1 October 2006.

Whilst this will have an effect on the processes that Rullion adopt we will ensure that these changes do not affect the high quality service that we offer.

The intention of this legislation, issued by the government and applicable to all employers, is to protect both the UK workforce against ageism in the workplace and also to promote individual skill and competency in the performance of a role rather than focusing on potentially illegal indicators such as the length of time an individual has been employed in a given role.

In issuing this briefing Rullion aims to advise how our service provision to you will change and the practises that Rullion will adopt to ensure that we continue to work within the requirements of the legislation and protect you as far as possible from any potential legal action.

In terms of the recruitment industry, the main changes that this legislation will enforce are:

- The use of age or age-criteria in client job requisitions will be banned.
- The requirement for specific length of experience will also be banned.
- Use of terms indicating an age or age range such as 'young' or 'mature' will be banned.

Rullion has therefore put in place the following processes to ensure that you, our customer and the Rullion Group do not fall foul of this legislation:

- Rullion staff will ensure that any adverts or literature issued externally will adopt acceptable language and not use terminology, which is made illegal by this legislation. Rullion customers will be advised where adverts they have suggested may contravene the law.
- When in receipt of job requisitions from Rullion clients, further discussion may need to take place between the consultant and client so as to determine the levels of competency or skill that the customer is looking for in the ideal candidate. This will enable Rullion to evaluate the client requirements and find the 'best fit' candidate for the role in question.
- Training has been provided to Rullion consultants in respect of this legislation and therefore advice will be available to our clients either face-to-face or over the telephone where it is required.
- Rullion will provide further information and guidance documents on the Company website [www.rullion.co.uk](http://www.rullion.co.uk), accessible to our clients.
- Rullion are able to arrange and provide training courses, where required, to our client base in order to deliver expert advice regarding the new legislation and how best to adopt in within the workplace.

**Any questions should be directed to your Rullion branch office or the Rullion HR Team on 0161 942 2398.**

