



EQUALITY, DIVERSITY AND INCLUSION RESOURCE BANK

**Protected
Characteristic:
Age**

About

The [Equality Act 2010](#) legally protects individuals from discrimination within and outside of the workplace. The Equality Act outlines the following “protected characteristics”:

- age
- gender reassignment
- being married or in a civil partnership
- [being pregnant](#) or on maternity leave
- [Disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation.

This document consists of various external links, tools and guidance relating to the protected characteristic: **AGE**. The tools here have been collated to help the reader learn more about this area. Please refer to the [Psychological Professions Network South East \(PPN SE\) website](#) for further Equality, Diversity and Inclusion resources.



Disclaimer

The information provided by this resource bank is for general informational purposes only. All resources presented here are provided in good faith, however, the Psychological Professions Network cannot take responsibility for the accuracy and validity of the information provided within these resources. The Psychological Professions Network cannot endorse any paid services provided by these resources.

The resources have been credited where possible.

This resource bank is also by no means exhaustive. Feel free to suggest any additional resource by contacting Psychological Professions Network South East:

Email: spnt.ppnse@nhs.net

Twitter: [@se_ppn](https://twitter.com/se_ppn)



Age

When 222 Psychology graduates were surveyed on their views towards psychotherapy with older adults, findings revealed age-related stereotypes were commonly held (López et al., 2020). These attitudes meant trainees often report lower desire to work with older adults (Caskie et al., 2022).

Such findings emphasize a need for improved age-related competence training for psychological professionals and increased awareness of ageism in psychology.



Ageism

[ˈeɪdʒɪz(ə)m] • noun

Ageism, also called age discrimination, is when someone treats you unfairly because of your age. It can also include the way that older people are represented in the media, which can have a wider impact on the public's attitudes.

Source: <https://www.ageuk.org.uk/information-advice/work-learning/discrimination-rights/ageism/>

Online Resources: Age



Professional ageism among Psychology students

Research exploring ageist attitudes in Higher Education Institutions



Age is no barrier to learning

Lesley Loveless:
Transitioning into a career in Psychology as a mature student



Prompting discussion around age and agism

Guide to prompting dialogue around ageism within group discussions



Support for mature students

UCAS guide for preparing to enter student life as a mature student and support available



What it's like to go to university as a mature student

Cheryl O'Donoghue:
Navigating being a mature Psychology student

Online Resources: Age



[Menopause & Mental Health Toolkit](#)

Mind Solent: Guide to menopause and help that is available



[DCP Faculty of the Psychology of Older People](#)

BPS: Forum, resources and publications for psychologists interested in working with older adults



[BABCP Older Adults Positive Practice Guide](#)

BABCP, Age UK, the Mental Health Foundation: Guide for therapists working with older adults



[Diversity and Inclusion Calendar](#)

Inclusive Employers: Calendar with various dates relating to diversity



[Ageism at work: What employers need to know](#)

Farhanah Iqbal: Blog outlining what ageism at work looks like and actions to prevent this

Prompts for having meaningful conversations (Sensoy & DiAngelo, 2014):

- I'm really nervous/scared/uncomfortable to say [X], but . . .
- From my experience/perspective as [identity], . . .
- I'm afraid I may offend someone, and please let me know if I do, but . . .
- It feels risky to say [X], but . . .
- I'm not sure if this will make any sense, but . . .
- I just felt something shift in the room. I'm wondering if anyone else did . . .
- It seems like some people may have had a reaction to that. Can you help me understand why?
- Can you help me understand whether what I'm thinking right now might be problematic?
- This is what I understand you to be saying: . . . Is that accurate?
- I've been wondering about how we are using [term] in this discussion . . .
- I have always heard that [X]. What are your thoughts on that?
- The author is arguing that only [e.g., men can be sexist]. Can you help me understand that?
- Is [X] a good example of what the author was saying?
- How would you respond to [X] from a social justice framework?
- I am having a "yeah, but" moment. Can you help me work through it?
- Given the reality of inequitable power, would it be better if . . . ?
- How does [X] effect relationships between [Y] and [Z]?
- What is another example of [X]?
- This perspective is new to me, but I'm wondering if it is accurate to say that . . . ?

Key References/Articles

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- Caskie, G., Patterson, S., & Voelkner, A. (2022). Health Bias in Clinical Work with Older Adult Clients: The Relation with Ageism and Aging Anxiety. *Clinical Gerontologist*, 1-15. <https://doi.org/10.1080/07317115.2021.2019863>
- *Equality act 2010: Guidance*. GOV.UK. (2010). <https://www.gov.uk/guidance/equality-act-2010-guidance>
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- Sensoy, Ö., & DiAngelo, R. (2014). Respect Differences? Challenging the Common Guidelines in Social Justice Education. *Democracy and Education*, 22 (2).

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