Ageing Well

Worcestershire™ Works Well

Around 1 in 3 workers are over 50. Age diversity and inclusion is key for successful organisations and older employers bring a wealth of skills, knowledge and experience as well as improving brand, customer service and product development to the business. It is important to create a workplace culture that is open, inclusive and positive about the benefits of age diversity for a business to reap the benefits of a maturing workforce now and into the future.	**1.2 million** workers are aged over 65	

Criteria:

1. Assess and demonstrate need
2. Raise awareness and provide age appropriate health and wellbeing information including support and resources available
3. Develop your organisational approach to support older employees including support within policies/ processes
4. Develop an initiative/ programme of activity focusing on intergenerational opportunities/ age inclusivity/ older adults and ensure the initiative/ activity is evaluated to demonstrate impact

Guidance:

- Demonstrate why this standard/ module has been chosen (using evidence where possible, this could include data or employee feedback/ voice/ engagement).
- There are many benefits of an ageing workforce and it is important for organisations to support older employees within the workplace.
- Consider how your workplace could become age friendly, this could include reviewing the physical workplace environment.
- Consider developing specific policy or reviewing policies and procedures to incorporate supportive approaches such as:
  - Adjustments within the workplace
  - Flexible working, job share or reducing working hours
  - Allowing paid time off to attend appointments
  - Support during life-changing events such as becoming a carer
  - Age-positive recruitment
  - Training and skill development opportunities
  - Helping managers to adopt a more age inclusive approach which may include intergenerational teams
- Consider planning a programme of activity to create an age-positive culture. This could include campaigns, events, seminars, sharing videos, signposting to online resources.
- Your approach may also include pre-retirement support. Entering retirement is a time of significant change for many and it is important to support a healthy and active retirement to reduce the likelihood of mental health problems and feelings of loneliness.
- It is important to think about senior leadership and employee engagement to develop and implement your approach for this standard.

Local/National Resources:

BITC mid-life MOT getting started toolkit
BITC age friendly employer guidance
Gov.UK mid-life MOT webpage

Centre for Ageing Better age friendly workplaces webpage and older women's health in the workplace webpage
ActiveHW Move More programme and Active Ageing programmes