

# Preparing for Age Discrimination

## Fixed Price Audits from Lewis Silkin

The Employment Equality (Age) Regulations 2006 will come into force on 1 October 2006. This promises to be the most important workplace rights reform for employers since sex and race discrimination laws were introduced 30 years ago.

The implications for you as an employer will be far reaching. In order to comply, you will need to review your recruitment procedures, contracts and policies to ensure they are not age discriminatory.

Managers will need to be trained so they fully understand how to recognise and prevent age discrimination in the workplace and, in particular, in the context of recruitment, dismissals and retirement. One of the features of the new law will be an obligation to consider requests by employees to continue working beyond retirement age. You may also need to consider changing your retirement age, particularly if your existing retirement age is below 65.

Lewis Silkin is ideally placed to advise your organisation on the implications of the law. We have established a team of employment lawyers with expertise in this area. The team is headed by James Davies who was recommended in the 2005 edition of the International Who's Who of Business Lawyers for his "knowledge regarding age discrimination". James chairs the Employment Lawyers Association's working group on age discrimination and has lectured and written on the subject widely for many years.

To help employers properly prepare for the new laws, Lewis Silkin is offering a unique range of audit packages at the following prices (exclusive of VAT).

### **Standard Audit Package - £1,500**

- Reviewing your standard contract of employment, equal opportunities policy and redundancy policy.
- Providing you with a written report of our review.
- Providing you with a suitable Employment Beyond Retirement Policy.

### **Comprehensive Audit Package - £5,000**

- A half day meeting with you to discuss your employment documentation and practices, in particular considering your recruitment practices - including advertising, job specifications, graduate recruitment, interview questions and selection criteria - and reviewing your benefits packages.
- Reviewing your standard contract of employment, equal opportunities policy, harassment/dignity at work policy and redundancy policy (including calculation of redundancy payments).

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**lewissilkin**

- Producing a written report on your recruitment practices, policies and contractual documents.
- Providing you with a suitable Employment Beyond Retirement Policy.

### **Training - £2,500**

- A full day's training course for managers explaining the new laws:
  - recruitment, interviewing and selection - avoiding the pitfalls
  - recognising and avoiding harassment and discrimination in the workplace
  - performance management – it will be more important than ever to get this right, to avoid discrimination claims
  - dealing with requests to continue employment beyond retirement.

### **Combination Packages**

Where employers wish to combine the packages above, we are offering special reduced rates:

Standard Audit and Training - £3,500

Comprehensive Audit and Training - £7,000

### **Share Scheme Audits – £500 per scheme**

- Reviewing the rules of the share scheme and associated documentation.
- Providing you with a written report of our review.

### **Pensions**

Sacker & Partners LLP, the leading pensions specialists, with whom Lewis Silkin is allied in the international employment and pensions alliance, **ius laboris**, will audit your pension schemes for compliance with the new legislation. Because of the wide range of pension scheme designs, a fixed fee can be agreed once you provide us with details of your current arrangements.

Should you wish to discuss the packages in more detail, please contact James Davies, the Joint Head of Lewis Silkin's Employment and Incentives Department and leader of Lewis Silkin's age discrimination team on 020 7074 8155. Alternatively, you can e-mail [age@lewissilkin.com](mailto:age@lewissilkin.com) to contact our specialist team