



January 2024

Dear Constituent,

Thank you for contacting me about age discrimination.

I am not aware of any plans to set up a public inquiry into age discrimination. However, I can assure you that the Equality Act 2010 provides strong protection for older people from age discrimination in a variety of fields including employment, the provision of services and the exercise of public functions. Differential treatment based on a person's age is permitted but only where this can be objectively justified.

I welcome that other legislation in recent years has also helped to tackle ageism, for example the abolition of the default retirement age in 2011. To support older workers to remain in work, the Department for Work and Pensions and the Government's Business Champion for Older Workers are working with employer organisations – including CIPD, British Chambers of Commerce, ACAS and Local Enterprise Partnerships – to encourage employers to support their older workers, retain them in the workforce and benefit from their skills and experience.

In the 2023 budget the Chancellor announced the introduction of Returnerships, a new offer promoting existing skills interventions to the over-50s, focussing on flexibility and previous experience to reduce training length. They will be supported by a £63.2 million investment for an additional 8,000 Skills Bootcamps in 2024-25 in England and 40,000 new Sector-Based Work Academy Programme placements across 2023-24 and 2024-25 in England and Scotland.

Further, the Government is clear that businesses should treat all customers fairly, regardless of their age. I am aware that anyone who feels they have experienced age discrimination may contact the Equality Advisory and Support Service, which is the Government helpline established to provide free support.



Chris Heaton-Harris
Member of Parliament for Daventry
House of Commons, London SW1A 0AA
Tel: 020 7219 7048

Thank you for taking the time to contact me.

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'Chris'.

CHRIS HEATON-HARRIS MP
MEMBER OF PARLIAMENT FOR DAVENTRY