

## Age discrimination – my experience...

It is against the law in the United Kingdom to discriminate against someone because of a protected characteristic. The nine protected characteristics are:

- [age](#)
- [disability](#)
- [gender reassignment](#)
- [marriage and civil partnership](#)
- [pregnancy and maternity](#)
- [race](#)
- [religion or belief](#)
- [sex](#)
- [sexual orientation](#)

You are protected under the [Equality Act 2010](#) from these types of discrimination.

In the United Kingdom, one widespread form of discrimination is - age based. And I already have experience of it. In the UK, the culture is that, if you are aged 50 or over, employers often consider you to be 'over the hill'. Illegal? Yes. Easy to prove? No. And employers know that to take them to a tribunal over unfair dismissal, for example, you have to pay to bring a private case and be able to afford to risk losing.

This is my experience...

In the runup to Christmas 2022, I was seeking temporary work over the Christmas/New Year period as my teaching work declines seriously and my lady (an orphan) often has no work either. So, I must support her for the duration.

I applied for one job in central London. I had to take a silly group interview – in which the man interviewing referred to me, in front of all the others, as 'old guy Dave'.

I was, naturally, not amused and replied 'I will speak to you in person after this'. When asked why, I said 'because I insist: that's why!'

So I said to him, you know, I know the location of your office, I know your name and your office happens to be one bus ride away from here. And I said, by the way, I am security trained..

And he had best apologise or I would get on the bus and give him a visit in office so see if he had the 'guts' ( a slang British term for confidence) to say it to my face... And looking a little shocked, he apologised.

So I said: I am actually old enough to be your father. How about a little respect in future? At the time, I was not over 50, I was in fact aged 48 – and he didn't even know the facts...

Little wonder I do what I can to disguise my age – I dye my hair, dress young and act young – while still coming across as mature of course.

And this was one factor contributing to my coming to China. I fight my corner; I stand up for my principles. I do not accept my fate nor do I conform to stereotypes either; it is not my way of doing things.

Needless to say, I did not re-apply for the job, nor to that company in future.

David