

Consultation response form

<p>Question 1: What are your views on Ofcom's Diversity and Inclusion Programme?</p>	<p>Confidential? – N</p> <p>Ofcom concerns itself with the more high-profile aspects of diversity and inclusion, concentrating on gender, race, disability and sexual orientation. Conscious and unconscious ageism in the workplace is largely an unaddressed problem in the UK. This consultation refers to age only in passing, Ofcom:</p> <ul style="list-style-type: none"> • having a “senior management diversity champion” for age (What does this person do?); • “seeking input from advisory bodies such as Age UK”; and • highlighting age as a factor of vulnerability (In the full context of this consultation, how ageist is that?)
<p>Question 2: To what extent do you believe that our approach will promote diversity and inclusion within Ofcom and in the sectors we regulate?</p>	<p>Confidential? – N</p> <p>It will promote diversity and inclusion in the areas it highlights (see my response to question 1). However, if one of the objectives is genuinely “to build a diverse and inclusive workforce to better reflect the UK population we serve”, Ofcom has to address (and will increasingly have to address) the age-spread of individuals employed (at all levels) in Ofcom and in the sectors it regulates. Although age is a protected ‘group’, ageism remains, at present, an insidious problem in society and even more so in the workplace.</p>
<p>Question 3: Are there any additional objectives that you feel Ofcom should include in its Diversity and Inclusion Programme?</p>	<p>Confidential? – N</p> <p>If one objective is “to build a diverse and inclusive workforce to better reflect the UK population we serve” and the age of individuals is not considered under it, a specific objective concerning age (to counter both conscious and unconscious ageism) is required.</p>