Age
An employer cannot legally recruit for a position based on the age of the applicant, and should solely base their decision on a candidate’s ability to do the job based on their skills and experience. This means you should not be asked questions such as “How will you fit in with other younger/older employees?” or “How will you cope being managed by someone younger/older?”

Further information about the law preventing age discrimination in the recruitment process can be found here.

Mature Students
In a higher education setting the term mature students refers to anyone over the age of 21 when starting their first undergraduate degree.

As a mature student you may choose to apply for graduate roles and schemes in your chosen field, or alternatively could look at more senior level professional or managerial roles. This is a personal choice depending on what is best for you and your experience level.

Top tips for mature students
• Produce a concise CV focusing on the skills and experience you have relevant to the job. Further information on CV writing can be found here.

• Focus on your level of experience from your previous work, studies and life rather than your age and be positive about this, demonstrating the transferable skills you have gained. Information on transferable skills can be found here.

• Make use of contacts from previous jobs and other areas of life when researching or searching for jobs.

Useful links
We have included below a selection of resources and websites, which provide further information and support:

• AGE UK - Information on key topics including looking for work, education and training.

• Help and support for older workers – A government website providing guidance about employing older workers and working past 50.

• The Age Employment Network - Provide Support for people aged 50 and over including advice and guidance on job seeking and career change.

• University of Leicester Mature Students Society – Aim to represent the mature student body within the student union and provide events and facilities tailored for the mature students at the University of Leicester.