

“You don’t have enough experience to apply for this role as you’re too young”

This statement indicates that an assumption is being made based on the older you the more experience you have, which may not necessarily be the case.

“You look good for your age”

Indicating that as you age, you become unattractive and it is an achievement to still look attractive.

“Older members of the team, are slow and are weighing people down”

This suggests that older pharmacy team members are incompetent and less capable of learning new skills.

“As a younger pharmacy team member, when you raise a point of view or add to the discussion you’re not taken seriously or ignored”

This shows that as a younger person your views and experience are not valued.

“As an older women in particular you’re seen as incompetent, however older men are seen as experienced and have wisdom”

This is an example of gendered ageism. Where mens experience is valued more than a womens

“As a younger pharmacy team member if you provide advice or expertise it’s confirmed with an older team member”

Indicating that your knowledge and experience are not trusted being a younger team member and it needs to be validated.

“People second guessing recommendations because you don’t look old enough or experienced enough to be a pharmacist”

Viewing younger pharmacists as unskilled, or untrustworthy – this has been experienced more with women.

“An assumption that the older person (typically male) in the pharmacy or department is the pharmacist”

An example of gendered ageism, indicating an older team member is going to the more senior team member.

“You’re not being considered for the development opportunity because you’re further in your career and the opportunity should be given to a younger team member”

This shows that older team members maybe considered ‘past it’ to be offered new development opportunities.

“They haven’t been qualified that long, what did she do to get that job then?”

Making it seem that a younger team member received special treatment to get a job rather than being qualified for it.

“You don’t look like a Chief Pharmacist, you look too young”

Making an assumption of experience based on someone’s age and how old they look.

“Are you having a senior moment?”

This maybe said in jest, but it is stereotyping that people become forgetful as they get older, it also does not take conditions such as menopause seriously.

“You’re too young, how did you manage to get the senior role/Chief Pharmacist role?”

Questioning someone’s abilities based on their age rather than their experience.

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How to recognise age related microaggressions?

We’ve collected some real-life examples of age related microaggressions, with an explanation of why these comments or questions can be offensive, insulting or insensitive.

