

**“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.

**“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.

**“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.

**“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 look good for your age”**

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

**“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

**“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 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.

**“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 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.

**“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.

**“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.

**ROYAL PHARMACEUTICAL SOCIETY**

## 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.

