



Date of Vote: 5th June, 2018

Billet d'État:	XV of 2018
Article:	1
Proposition No.:	P.2018/45
Subject:	The Policy & Resource Plan (2017 Review and 2018 Update)
Proposition type:	Amendment 2
Proposed by:	Deputy M. K. Le Clerc
Seconded by:	Deputy S. L. Langlois

1. After proposition 3, to insert the following proposition:

“4. To agree that the Committee for Employment & Social Security should expand its existing programme of work to develop detailed policy proposals for disability discrimination legislation (agreed as part of the Disability & Inclusion Strategy – see Article 9 of Billet d'État XXII, 2013) into a project that develops proposals for multiple-grounds of protection against discrimination, including disability and, for the purposes of that project –

a) to substitute, for the policy objective heading “Disability and inclusion policy” (approved by the States on 8 November 2017 - see paragraph 4.32 of Article 1 of Billet d'État XX, 2017) and referenced at paragraph 3.16 of this report), the heading “Disability, Equality and Inclusion”;

b) to approve, in principle, the enactment of legislation under the Prevention of Discrimination (Enabling Provisions) (Bailiwick of Guernsey) Law, 2004 for the purpose of preventing discrimination on multiple grounds (to be determined), and promoting equality of status, opportunity and treatment, and the equal enjoyment of rights and freedoms;

c) to note that the Committee for Employment & Social Security will investigate, and make recommendations as to, the inclusion within the legislation of the following grounds of protection, in addition to disability - age; race (including colour, nationality, national or ethnic origins); sex (including pregnancy, maternity and intersex status); sexual orientation; civil (or 'marital') status; gender identity or gender reassignment; family status or family responsibilities (including caring responsibilities); and religion (including lack of religious belief and philosophical belief);

d) to note that the legislation will be based, where appropriate, on relevant provisions of the Irish Employment Equality Acts 1998-2015, the Irish Equal Status Acts 2000-2015, and the Australian Disability Discrimination Act 1992; and

e) to direct the Committee for Employment & Social Security, subject to the allocation of the necessary additional resources, to revert to the States by April 2020 with detailed policy proposals in respect of the legislation referred to above, following consultation with other States Committees, representatives of the business sector and the public.



CARRIED : **Pour: 36** **Contre: 0** **Ne vote pas: 0** **Absent: 4**

St. Peter Port South

Deputy Peter T. R. Ferbrache **P**
Deputy Jan Kuttelwascher **P**
Deputy Dawn A. Tindall **P**
Deputy Barry L. Brehaut **P**
Deputy Rhian H. Tooley **P**

St. Peter Port North

Deputy John A. B. Gollop **P**
Deputy Charles N. K. Parkinson **P**
Deputy Lester C. Queripel **P**
Deputy Michelle K. Le Clerc **P**
Deputy Marc P. Leadbeater **P**
Deputy Joseph I. Mooney **P**

St. Sampson

Deputy Lyndon S. Trott **P**
Deputy Paul R. Le Pelley **P**
Deputy Jennifer S. Merrett **P**
Deputy Gavin A. St Pier **P**
Deputy T. Jane Stephens **P**
Deputy Carl P. Meerveld **P**

Vale

Deputy Matthew J. Fallaize **P**
Deputy Neil R Inder **P**
Deputy Mary M. Lowe **P**
Deputy Laurie B. Queripel **A**
Deputy Jeremy C. S. F. Smithies **P**
Deputy Sarah T. Hansmann Rouxel **P**

Castel

Deputy Richard H. Graham **P**
Deputy Christopher J. Green **P**
Deputy Barry J. E. Paint **P**
Deputy Mark H. Dorey **P**
Deputy Jonathan P. Le Tocq **P**

West

Deputy Alvord H. Brouard **P**
Deputy Andrea C. Dudley-Owen **P**
Deputy Emilie A. Yerby **P**
Deputy David de G. De Lisle **P**
Deputy Shane L. Langlois **P**

South-East

Deputy Heidi J. R. Soulsby **P**
Deputy H. Lindsay de Sausmarez **P**
Deputy Peter J. Roffey **P**
Deputy Robert G. Prow **P**
Deputy Victoria S. Oliver **A**

Alderney

Alderney Representative Louis E. Jean **A**
Alderney Representative S. D. Graham McKinley, OBE **A**