

**THE STATES OF DELIBERATION**  
**of the**  
**ISLAND OF GUERNSEY**

**COMMITTEE *FOR* EMPLOYMENT & SOCIAL SECURITY**

DISCRIMINATION ORDINANCE: GROUNDS OF i) RELIGION OR BELIEF AND  
ii) SEXUAL ORIENTATION

The States are asked to decide: -

Whether, after consideration of the Policy Letter entitled “Discrimination Ordinance: Grounds of i) Religion or Belief and ii) Sexual Orientation” (dated 13<sup>th</sup> September, 2021), they are of the opinion: -

1. To agree that the ground of **‘religion or belief’** should replace the ground of **‘religious belief’** in phase one of the new Discrimination Ordinance (the drafting of which was agreed by the States on 17<sup>th</sup> July 2020) and that the definition of this ground should be based on the UK definition of ‘religion or belief’ with the addition of the five tests from Grainger plc v Nicholson (2010), as set out in paragraph 4.1, and the exclusion of single issue or political beliefs.
2. To agree the exceptions to the Discrimination Ordinance as explained in section 4 of, and set out in Appendix 2 to, the Policy Letter except that in relation to exception no. 48 there shall not be a 5-year limitation on its application.
3. To agree and direct that any changes (including any additions and deletions) to the descriptions and definitions of the protected grounds and the exceptions thereto, as provided for in the new Discrimination Ordinance, shall require a resolution of the States.