

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

13th October 2021

Proposition No. P.2021/104

Committee for Employment & Social Security

Discrimination Ordinance: Grounds of i) Religion or Belief and ii) Sexual Orientation

AMENDMENT

Proposed by: Deputy R C Murray

Seconded by: Deputy S P Haskins

1. To delete Proposition 2 and substitute therefor:
 - “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.”
2. To delete proposition 3.

Rule 4 Information

- a) This amendment seeks to maintain the current policy position with regard to appointments to senior roles in religious schools. Timelines for the review of the Education Law (which caters for States-maintained voluntary schools and independent schools) and the review of Primary Education are set out in the States-approved Government Work Plan. If left unamended, Propositions 2 and 3 have the potential to disrupt those timelines, which in turn would have resourcing implications for other workstreams prioritised via the Government Work Plan.
- b) The Committee *for* Education, Sport & Culture was consulted as part of the development of the Committee for Employment & Social Security’s proposals and the two committees met to discuss matters relating to education in this context. This amendment is consistent with the Committee *for* Education, Sport & Culture’s stance throughout the consultation process.
- c) These Propositions have been submitted to Her Majesty’s Procureur for advice on any legal or constitutional implications.
- d) There are no financial implications arising from this amendment.

Explanatory note

This amendment seeks to maintain the status quo in respect of the recruitment to key posts in religious schools and schools with a religious ethos, including the States-maintained voluntary schools. In doing so, it also seeks to maintain the timelines for the review of the Education Law and the review of Primary Education as set out in the States-approved Government Work Plan. Any disruption to the timelines of those workstreams will have resourcing implications for other workstreams prioritised via the Government Work Plan.