



## 2. Phasing of the Discrimination Legislation

### Introduction

The Discrimination Legislation proposals was unanimously approved July 2020.

An amendment was laid to change the phasing of the legislation from 3 to 2 phases which was approved by the States. Phase 2 has now been separated into 2a and 2b with equal pay for work of equal value being moved from this term of government.

### When:

The legislation for the first phase of the discrimination legislation project has been written. It is called the Prevention of Discrimination (Guernsey) Ordinance, 2022, which the States are due to consider in September 2022. It will not be in place until October 2023 and will only require any changes to buildings (physical features) from 2028.

The future phases of the development of the ordinance are shown in the table following.

2023



**In force:**

- Disability
- Race
- Carer status
- Sexual orientation
- Religious belief

2023



**Policy letter:**

- Age
- Replacement of Sex Discrimination Ordinance
- Intersectional discrimination

2024



**In force:**

- Grounds from 2023 policy letter
- 2025 - 2027 Policy work on equal pay for work of equal value

2028



**In force:**

- Physical features
- Equal pay for work of equal value
- Accessibility action plans, public sector only

2029



**Post implementation review:**

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Education complaints not before 1st September 2025.

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The draft Prevention of Discrimination Ordinance (Guernsey) 2022 can be found on the States of Guernsey website:  
[www.gov.gg/article/190813/The-Prevention-of-Discrimination-Guernsey-Ordinance-2022](http://www.gov.gg/article/190813/The-Prevention-of-Discrimination-Guernsey-Ordinance-2022)

**For more information on Discrimination Legislation and FAQ's**

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